ALBERTA APPRENTICESHIP AND
INDUSTRY TRAINING BOARD

# 2002 - 2003 Annual Report

*Maintaining the Momentum*

Alberta Apprenticeship
and Industry Training

*Excellence through training and experience*

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ISSN 1189-8844

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May 30, 2003

Honourable Dr. Lyle Oberg
Minister
Alberta Learning
204 Legislature Building
10800-97 Avenue
Edmonton, Alberta
T5K 2B6

Dear Dr. Oberg:

I am pleased to provide you with the eleventh Annual Report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations and achievements for the period April 1, 2002 to March 31, 2003. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

C.J. (Cliff) Williams
Chairman

Printed on recycled paper

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# A MESSAGE FROM THE BOARD CHAIRMAN

As Chair of the Alberta Apprenticeship and Industry Training Board, I am proud to present our 2002-2003 Annual Report, *Maintaining the Momentum.*

As we come to the end of our current strategic plan, Alberta's apprenticeship and industry training system has achieved considerable forward momentum. Our focus now is on responding to new challenges and emerging needs, while continuing to build on our existing accomplishments and our past success.

During 2002-2003, the Board continued to respond to Alberta's strong economy by expanding or improving upon many of the initiatives already underway. We continued working to ensure the accessibility and affordability of high quality, up-to-date training; we stepped-up our efforts to promote the trades as viable career options for young people and Aboriginal Albertans; and we met the changing needs of industry with improved mobility and clear focus on strong standards and even stronger partnerships.

The past year saw the Board's relationship with technical training providers and the committee network strengthened and renewed. It also welcomed growth in our relationships with the Department of National Defense, Alberta's Aboriginal communities and with other provinces and other countries. The Board's firm commitment to building enduring working relationships has never been more productive than it is today.

The hard work and dedication of everyone involved has made the apprenticeship and industry training system stronger than ever. A record number of apprentices are currently registered, employer and apprentice satisfaction with the system is high and Alberta has earned a reputation for excellence.

I am very proud of the work that has been accomplished over the past year. My thanks to the many people whose contributions have resulted in the development of our world class system. As we begin the process of looking ahead and setting our goals for the next year, I am confident that we can maintain the momentum.

C. J. (Cliff) Williams
Chairman

## APPRENTICESHIP AT A GLANCE

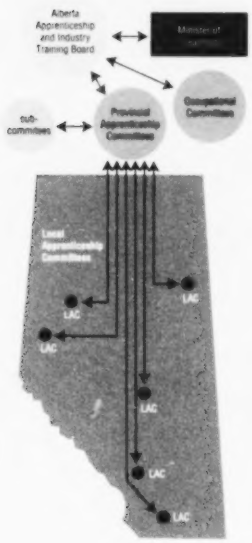
- Alberta has 50 designated trades and four designated occupations.
- In 2002, 5,274 people earned a trade certificate in Alberta.
- As of March 31, 2003, there are 40,398 registered apprentices. This represents a 50 per cent increase since 1997.
- Apprenticeship programs in most of the designated trades are three to four years in length.
- Most apprentices spend 80 per cent of their apprenticeship gaining on-the-job training and work experience, and the other 20 per cent in technical training.
- Employers hire and register apprentices, pay wages and provide journeyman supervision.
- There are 11,184 employers in Alberta currently training apprentices.
- The most common age for Alberta apprentices to register for the first time in their first trade is 19.
- Alberta has ten per cent of Canada's population and trains approximately 20 per cent of the country's apprentices. Yet the province is still a net importer of skilled trades people.
- Alberta produces more journeymen with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.
- Approximately 1,000 technical training classes were offered in 2002–2003.
- 76 per cent of apprentices who complete their first year of technical training graduate within two years of their earliest possible completion date.
- Apprentices and employers contribute to the cost of technical training by paying tuition fees and purchasing books and other supplies.
- Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant.
- 165 apprenticeship scholarships of $1,000 each were awarded for the first time in 2002. Fifty Registered Apprenticeship Program (RAP) students were also awarded $1,000 scholarships.
- There are 1,163 high school students in the Registered Apprenticeship Program (RAP). In addition, 1,336 apprentices who started in RAP are currently continuing in a regular apprenticeship program.
- A 2003 survey shows graduating apprentices are satisfied with the apprenticeship training system.
  - 94 per cent of graduates were somewhat or very satisfied with the overall quality of their work experience.
  - 95 per cent of graduates were somewhat or very satisfied with the overall quality of their technical training.
  - Based on their experience with the Alberta apprenticeship program, 96 per cent of graduates would still have chosen to become an apprentice.
- According to the 2003 survey of graduates, 93 per cent of those in the labour force were employed, and 97 per cent of those employed were working in the trade for which they apprenticed.
- A 2002 survey showed employers are satisfied with the apprenticeship training system.
  - 97 per cent of employers were satisfied or very satisfied with the skills of their certified journeymen.
  - 95 per cent of employers associated with the system were satisfied or very satisfied with it.
  - 87 per cent of employers were satisfied or very satisfied with the content of their trade's technical training program.
- For more information about apprenticeship and industry training in Alberta visit www.tradsecrets.org.

## APPRENTICESHIP AND INDUSTRY TRAINING: THE BOARD AND THE SYSTEM

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market.

Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Structure and Organization of the Alberta Apprenticeship and Industry Training System




### *Industry Committee Network*

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system.

The role of the industry committees includes:

- recommending to the Board the standards for the skills and competencies required for certification,
- establishing technical training course outlines,
- monitoring changes and identifying the need for improvements in training,
- recognizing related training and certification, and
- making recommendations to the Board about the designation or re-designation of trades and occupations.

Individual employers also support the apprenticeship and industry training system by employing and training apprentices, providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training, and by participating on the committees.

### *Alberta Apprenticeship and Industry Training Board*

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The Board also makes recommendations to the Minister of Learning about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

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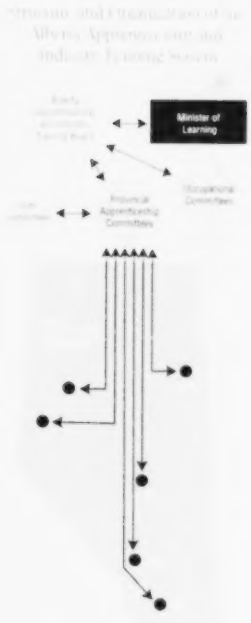


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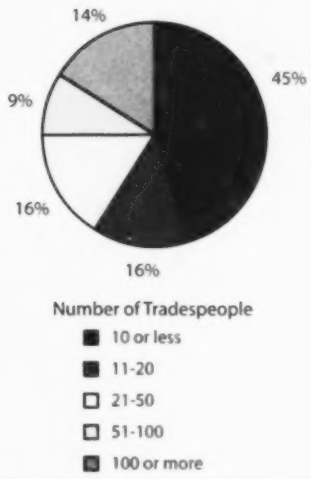
***The Alberta Apprenticeship and Industry Training Board***
*Top row from left: Don Lezetc, Rod Moore, Jim Hill, Craig Evans, Leonard Gabert, Frank Duffin, Alex Munro, Brent Bish, Les LaRocque.*
*Bottom row from left: Rav Massey, Shirley Dal (Executive Director), Cliff Williams (Chairman), Marsha Cowley, Bob Gence*

### *Alberta Government*

Alberta Learning works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards,
- provide registration and counseling services to apprentices and employers,
- coordinate technical training in collaboration with institutions, and
- certify apprentices and others who meet industry standards.

**Share of Total Apprentices Being Trained by Employer Size, 2002****




**Source**: Alberta Learning, January 2003

** Total size of a shop is determined by the number of tradespeople employed.

### *Technical Training Institutes and Colleges*

The technical training institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the Board, the industry committees and Alberta Learning to enhance access and responsiveness to industry needs through the delivery of technical training. They develop lesson plans from the course outlines established by industry and deliver technical training to apprentices.

### *Combined Efforts*

Through the combined efforts of industry, government and the training institutions, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally.

The many opportunities for communication and collaboration ensure the apprenticeship and industry training system is timely, up to date and responsive to the needs of industry and the economy.

# GOALS AND KEY ACCOMPLISHMENTS FOR 2002–2003

The Alberta Apprenticeship and Industry Training Board is guided in its day-to-day operations by its strategic plan. The plan evolves and is adjusted to ensure the Board's priorities continue to respond to emerging issues and changes in the broader environment.

The Board established three strategic goals to help it successfully fulfill its mandate and achieve its vision of the apprenticeship and industry training system. The goals relate to training, communication and standards.

## Training

The Alberta Apprenticeship and Industry Training Board works to ensure training is responsive to the needs of industry and the economy. In 2002-2003, the Board continued its support for up-to-date, relevant course content; the availability of sufficient technical training seats; alternative forms of training; the modularization of technical training curriculum; improved methods of on-the-job training; and further training for journeymen. These efforts help to ensure that apprenticeship training is accessible, up-to-date and consistent, and that journeymen are better equipped with skills for today's work place.

***"80 percent of apprenticeship training takes place on the job which means that without the involvement and support of employers, our apprenticeship system simply could not function."***

*John Aldred, Executive Chairman, Enerflex Systems Ltd.*

### Key Accomplishments in Training

#### *Responding to learning needs*

- ***Course outlines***

  The Board and the provincial apprenticeship committees (PACs) regularly review course outlines and examinations to ensure that programs keep up with emerging skill requirements. Acting on the recommendations of the respective PACs, the Board approved updated course outlines for six trades during 2002-2003: communication technician, electronic technician, instrument technician, tilesetter, transport refrigeration technician and welder. In addition, the Board approved in principle substantive changes to the steamfitter-pipefitter course outline, which are scheduled for implementation in the coming year.

- ***Alternative delivery methods***

  Most apprentices attend technical training in a classroom setting for blocks of four to eight weeks. Now apprentices in 15 of Alberta's 50

trades have the option of an alternative delivery method such as competency based apprenticeship training (CBAT), mobile delivery, weekly apprenticeship training (WATS) and distance delivery. This flexibility increases access to apprenticeship training by, for example, allowing apprentices to complete the training at their own pace or keep working while taking technical training.

- ***Individual Learning Modules***

  Individual Learning Modules (ILMs) help to make the delivery of technical training more flexible – a priority for the Board. Modules for the welder trade were implemented during the 2002-2003 school term, and those for the electrician, carpenter and plumber trades are well underway. The modules are regularly reviewed to ensure they meet users' needs. Users are encouraged to comment on the content of the modules via www.tradesecrets.org.

***"Like any organization, we see the need to recruit more workers with the shortage of skilled labour that's projected once the baby boom hits retirement age. Our support of the apprenticeship training programs is a good way to fill the gap that will likely occur."***

*David Lewin, Senior Vice-President, Environment and Sustainable Development, EPCOR*

## *Promoting on-the-job training*

- ***Train the trainer***

  The Board promotes the train-the-trainer concept and materials to provincial apprenticeship committees (PACs) as a means of improving future on-the-job training for apprentices. Workplace Coaching Skills, a video and workbook package, was designed to help apprentices become better equipped to plan and provide on-the-job training once they become journeymen. During 2002-2003, many PACs incorporated these materials into the technical training component of their trade's apprenticeship program, and others are expected to do so as course outlines come up for review.

- ***Record books***

  Record books document the progress of apprentices and serve as a guide for planning and monitoring on-the-job training and work experience. In 2001, the Board approved the introduction of a common format for all trades to improve the consistency of on-the-job training. By August 2002, the format had been introduced in the welder trade. Since then, new record books have been released in 42 trades. A single-page bulletin accompanies the new record books, explaining the changes made and providing instructions for users.

### *Integrating trades and business skills*

- ***Achievement in Business Competencies Program***

  The Achievement in Business Competencies (Blue Seal) Program gives Alberta trade and occupational certificate holders an opportunity to develop and earn recognition for a broader set of workplace skills. The combination of trades and business knowledge signified by the Blue Seal certification enhances the holder's employability and is an asset for those wishing to start their own business. Revisions to the program in 2001-2002 improved access. Many post-secondary institutions in Alberta now offer programs towards the certification. The first graduates of the revised program were awarded their certificates this past year.

***"Business owners and employees are continually required to make prudent decisions in their jobs. Current and potential employers recognize the efforts of certified individuals who participate in the Achievement in Business Competencies Program, and welcome the skills of those who have earned the Blue Seal."***

*Brian Bickley, Industrial Relations Manager, Syncrude Canada and past member of the Alberta Apprenticeship and Industry Training Board*

### *Working towards common training standards*

- ***Project with Department of National Defense (Canada)***

  The Board is working with the Department of National Defense (DND) to improve mobility of workers and the recognition of certification. The Board has agreed to recognize on-the-job and technical training provided by DND as meeting the requirements for certification in Alberta in the automotive service technician and heavy equipment technician trades. The first apprentices under this agreement were registered in 2002. In addition, through the Canadian Council of Directors of Apprenticeship (CCDA), the Board has established recognition for DND cooks and will be considering additional trades in the future.

## Communication

The Alberta Apprenticeship and Industry Training Board recognizes the importance of communication in promoting apprenticeship and industry training and facilitating partnerships. Increased awareness of the trades as a viable career option encourages skill development among Albertans, consequently contributing to a strong economy.

## Key Accomplishments in Communication

***"The trades offer good training, lots of opportunities and job security. The RAP program is a good way for high school students to see what's out there and get some work experience in a trade they enjoy."***

*Kevin Kushniruk, Journeyman Millwright*

### *Increasing awareness among high school students*

- ***Registered Apprenticeship Program (RAP)***

  The Registered Apprenticeship Program (RAP), introduced by the Board in the early 1990's, allows apprentices to begin their training while still in high school. Students can enroll as early as Grade 10, and earn credits towards a high school diploma or certificate and an apprenticeship program at the same time. The program helps to increase awareness of the trades and eases the school-to-work transition. During 2002-2003, the Board saw continued growth in the RAP program. The Board appreciates the efforts and support of other organizations such as CAREERS: The Next Generation team and the 'Youth Ambassadors' marketing the *Trade Up! Careers in Construction* CD Rom, in the promotion of RAP. Participation in RAP continues to grow with 1,163 students currently registered.

- ***Information sessions with school staff***

  In November 2001, the Board piloted an information session for high school guidance counsellors and other high school staff in the Edmonton region. The *Helping High School Graduates Find their Place in the Trades* project was designed to increase school staff's awareness of apprenticeship training and careers in the trades as well as the resources for advising students. The session proved so successful that, in 2002-2003, similar presentations were held in Calgary, Grande Prairie, Red Deer and Lethbridge. This year, invitations to the Alberta Home and School Council Association brought parent representatives to the information sessions. Plans are underway to pilot an electronic apprenticeship newsletter for high school counsellors.

### *Increasing awareness among consumers and others*

- ***Consumers' information package***

  The Board continued to promote an information sheet designed to encourage consumers to hire certified trades people. Distributed through the Better Business Bureaus and Alberta Government Services, the publication explains certification, highlights the merits of using a certified tradesperson, and advises consumers to protect themselves by asking to see a journeyman certificate or apprenticeship identification card. It also provides the telephone numbers of apprenticeship and industry training offices around the province and offers to verify a trade person's status.

***Launch of the Alberta Apprenticeship and Industry Training Family of Scholarships (Calgary)***
*From Left: Cheryl Bishop, Senior Community Investment Coordinator, TransCanada PipeLines Limited (Scholarship Donor), Les LaRocque and Bob Genee, Members, Alberta Apprenticeship and Industry Training Board*

- ***Improved access to apprenticeship information***

  Information kiosks were set up in the Edmonton Regional and Calgary Main offices at the beginning of 2002, with the purpose of making information on the apprenticeship and industry training system more readily available to apprentices, employers and others. Besides offering a variety of hand-outs on the apprenticeship and industry training system, the kiosks give users online access to information, including the tradesecrets website. Staff members are available for assistance.

  In addition, the www.tradesecrets.org website has been significantly enhanced and expanded. The tradesecrets website is now easier to use, providing better information and a quicker and easier reference point for apprenticeship and industry training information. The website provides links to the Alberta Learning Information System (ALIS) website, and members of the industry network can now link to information on specific local and provincial apprenticeship committees. The tradesecrets website can be reached through both the ALIS and the Alberta Learning home pages. In turn there is now a link between ALIS and the *Trade-Up! Careers in Construction* CD-ROM. These improvements promise to increase the visibility of apprenticeship and industry training.

- ***Apprenticeship Update Newsletter***

  Circulated to some 70,000 subscribers, the Board's newsletter, *Apprenticeship Update*, is the primary vehicle for keeping employers and apprentices aware of changes in their trade or occupation. As of 2002-2003, the newsletter is also available electronically. *Apprenticeship Update* publishes articles, policy changes, training activities, and meetings of the provincial apprentice committees and occupational committees, as well as the names of scholarship and award winners. Its regular profiles of apprentices, journeymen, employers and Board members are key features.

### *Strengthening the committee network*

- ***Local Apprenticeship Committees***

  Local Apprenticeship Committees (LACs) are the mechanism through which employers, journeymen and apprentices across Alberta have an opportunity to provide input into the apprenticeship and industry training system, helping to ensure it meets the needs of learners, industry and the economy. Recommendations are made through the 106 currently

***"It is through the knowledge, expertise and commitment of industry on the LACs, PACs and occupational committees that the Alberta apprenticeship and industry training system is thriving. By continuing to work together, we can ensure our success and continue to keep the system strong. "***

*Cliff Williams, Chairman, Alberta Apprenticeship and Industry Training Board*

active LACs to the provincial apprenticeship committees (PACs) and the Board. To maintain the viability of LACs, the Board has made a commitment to work with them on ways to strengthen membership and ensure their committee meetings are productive.

In the interests of improving communication between LACs and PACs, the Board has encouraged PACs to invite LAC presiding officers to attend PAC meetings.

- ***Involvement by journeymen***

  The Board wishes to reinforce the vital role journeymen play in the continued success of the designated trades. Along with a letter of congratulations, newly graduated journeymen are encouraged to stay involved in the apprenticeship and industry training system by training apprentices, by helping to improve industry standards through participation in the network of industry committees, and by participating in the Achievement in Business Competencies (Blue Seal) Program.

### *Linking with training institutions*

- ***Ongoing contacts with institutions***

  Maintaining a strong link with employers, apprentices and training institutions is a high priority for the Board. Representatives of NAIT, SAIT, and the colleges providing technical training regularly attend Board meetings as advisors. During 2002-2003, Fairview College, Keyano College, Lakeland College, Lethbridge Community College, Olds College, and Red Deer College made presentations to the Board. In addition, representatives from the technical training institutes and colleges participated in tuition fee discussions and the Board's strategic planning sessions. The Board also held a meeting at SAIT and toured its facilities. With this strong link in place, the technical training institutes and colleges are in a better position to respond to the needs of apprentices, industry and the economy.

### *Contributing to interprovincial activities*

- ***Interprovincial Alliance of Board Chairs***

  The Alberta Apprenticeship and Industry Training Board Chair has continued to serve as Chair of the Interprovincial Alliance of Board

Chairs. The Alliance is composed of the chairpersons of the apprenticeship board of each the 11 Canadian provinces or territories with an apprenticeship board (Ontario and Quebec do not have one). Its purpose is to:

- link the provincial and territorial apprenticeship industry advisory systems which have a recognized role in their respective jurisdictions;
- serve as an interprovincial industry forum on apprenticeship matters;
- co-ordinate and manage the flow of information among industry stakeholders in the provinces and territories;
- broker solutions to issues and problems which affect two or more jurisdictions;
- from an informed industry perspective, advise the Canadian Council of Directors of Apprenticeship (CCDA) on apprenticeship issues.

The Alliance meets twice yearly with the CCDA and participates in CCDA work allowing opportunity for interaction between directors and board chairs from across the country.

The CCDA, composed of directors of apprenticeship from each Canadian jurisdiction and representation from Human Resource Development Canada (HRDC), is mandated by the Forum of Labour Market Ministers to facilitate communication and cooperation between provincial apprenticeship programs. The principle objectives of the CCDA are to promote high standards in occupational training, to enable increased interprovincial mobility of journeypersons and apprentices, to foster uniformity in training between provinces, and to increase public awareness of apprenticeship. The central focus of the CCDA has been to administer the Interprovincial Standards (Red Seal) Program, and the promotion of interprovincial standards for the trades.

***"I definitely recommend the trades to young women. They offer many opportunities, good pay and a ticket earned in Alberta that is recognized everywhere."***

*Lisa Ayres, first-year electrician apprentice*

- ***Canadian Apprenticeship Forum***

In 2002-2003, the Chair of the Alberta Apprenticeship and Industry Training Board was appointed chair of the Canadian Apprenticeship Forum – Forum Canadien Sur l'Apprentissage (CAF-FCA) for one year. The CAF-FCA, a non-profit organization, is a partnership of labour, business, education, equity groups, the Inter-Provincial Alliance of Board Chairs, the Canadian Council of Directors of Apprenticeship (CCDA), and Human Resources Development Canada. The Canadian Apprenticeship Forum was established to support the apprenticeship delivery systems across Canada and to promote apprenticeship as an effective training and education system that contributes to the development of a skilled labour force.

The CAF-FCA has initiated a number of activities to promote apprenticeship. One of these activities was a conference – the organization's first. The *Apprenticeship is the Future* conference took place in Vancouver June 2-4, 2002. Over 400 delegates attended. Among the offerings were seven sessions highlighting initiatives in Alberta.

Some of CAF-FCA's initiatives will dovetail with the Board's. For example, the CAF-FCA, in partnership with Skills Canada, will be promoting apprenticeship across the country. The Board Chair will be a CAF-FCA representative on the steering committee of this joint initiative. As a participant, the Board will be looking for creative ways of promoting the trades – not only to potential apprentices, but to those employers who can contribute by hiring and training apprentices.

The Board will also continue its involvement in other CAF-FCA projects, including developing a web-based inventory and information system on apprenticeship training, developing a common core curriculum standard and removing barriers to the access and completion of apprenticeship training programs.

## Standards

***"You can have all the engineers and architects to design the buildings, all the business people to fill the buildings, but it's the tilesetters and other trades people who actually build them."***

*Dia Pope, Presiding Officer of the Tilesetter LAC – Edmonton, and Alternate Presiding Officer of the Tilesetter PAC*

Developing and maintaining high standards for training and certification is a priority for the Board. The Board continued its efforts to ensure apprenticeship programs and standards reflect the changing needs of industry and the economy.

### Key Accomplishments in Standards

#### *Improving industry standards*

- ***New trades and occupations***

  The technical training component for the newly designated trade, outdoor power equipment technician (OPET), began at Fairview College in January 2002. Currently 52 apprentices are registered in OPET, and another 52 qualification certificates have been issued.

  The Board has received and is reviewing applications for the designation of new trades and occupations. The Petroleum Services Association of Canada (PSAC) has put forward an application for the designation of 31 new occupations, and there are industry consultations underway

***"I've always been proud to work in the trades, and I feel the apprenticeship program helped me to be successful in my career. Now it's my turn to give something back."***

*Rod Moore, Manager, Transportation Services, EPCOR and Member of the Alberta Apprenticeship and Industry Training Board*

regarding the Canadian Association of Oilwell Drilling Contractors' (CAODC) application for the designation of oil and gas driller as a compulsory certification trade.

- ***Changes to trades and occupations***

  On the recommendation of the Plasterer Occupational Committee and the Board, the designation of plasterer expired January 31, 2003.

  On the recommendation of the Printing and Graphic Arts Provincial Apprenticeship Committee and the Board, the designation of the printing and graphic arts craftsman trade was rescinded August 31, 2002.

- ***Gasfitter certification***

  Gasfitters are regulated in each province, but not necessarily through apprenticeship legislation. The variance in legislation makes it difficult for gasfitters to participate in the Interprovincial Standards (Red Seal) Program. To promote worker mobility, the gasfitter PAC recommended that certificates, other than apprenticeship certificates, that meet Alberta standards be recognized. The Board agreed and made changes to the Apprenticeship and Certification Order to recognize gas industry regulator credentials from Ontario, Manitoba, Saskatchewan and British Columbia as equivalent to an Alberta gasfitter trade certificate, in addition to those already recognized from Nunavut, Yukon and Northwest Territories.

- ***Upgrade of weld test centres***

  In 2002, Apprenticeship and Industry Training acquired new multiprocessor welding machines for its weld test centres in Edmonton and Calgary. The two centres are used to conduct qualification and supplemental examinations and prior learning assessments for apprentices and trades people in the welder and auto body technician trades. With these upgrades, the centres allow the hands-on testing of skills on equipment that is current with industry standards.

- ***Interprovincial Computerized Examination Management System***

  The Board supports activities that improve interprovincial standards and mobility. One such activity is the development of the interprovincial computerized examination management system (ICEMS). ICEMS includes a database of test questions for the Interprovincial Standards (Red Seal) Program examinations accessible to all jurisdictions within Canada. It improves the efficiency with which Red Seal exams are

produced and administered. ICEMS will also improve the timeliness of provincial and interprovincial statistics and other data, increasing the reliability of decisions and policies based on that data. The generation of ICEMS examinations began in April 2002.

- ***Results of Employer Satisfaction Survey***

  The Board and Alberta Learning recognize the need to be accountable for the results of apprenticeship and industry training activities. On alternating years, the department conducts a satisfaction survey with apprentice graduates and employers. An employer survey was conducted in 2002 with 3,350 employers. Overall, this year the satisfaction ratings were higher than those obtained in 2000.

  Key findings from the survey of employers indicate the following:

  - 97 per cent of employers were very satisfied or satisfied with the skills of certified journeymen;
  - 87 per cent of employers were very satisfied or satisfied with the technical training portion of the apprenticeship program as a method of providing trades people with the technical skills needed in their trade;
  - 95 per cent of employers were very satisfied or satisfied with the quality of service provided by apprenticeship staff; and
  - 92 per cent of employers were very satisfied or satisfied with Alberta's apprenticeship and industry training system overall

***"...the trades are where it's at."***

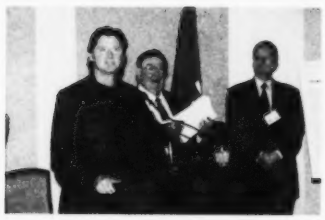
*Eric P. Newell, Chair, CAREERS: The Next Generation, Chairman and CEO, Syncrude Canada Ltd. at RAP Scholarship Awards 2002.*

### *Addressing rising costs while keeping training affordable*

- ***Apprenticeship tuition fee policy***

  Like other post-secondary students, apprentices contribute to the cost of their education through tuition fees. Apprenticeship technical training tuition fees have been frozen for the past four years. There was no formal policy governing the tuition fees paid by apprentices for their technical training and no formal mechanism for setting them.

  In 2002, at the request of the Minister of Learning, the Alberta Apprenticeship and Industry Training Board met with representatives of industry, apprentices and the post-secondary institutions that deliver apprenticeship technical training, to discuss apprentice tuition fees and a tuition fee policy. Following these meetings, the Board submitted its



***Launch of the Alberta Apprenticeship and Industry Training Family of Scholarships (Edmonton)***
*From Left: Dr. Lyle Oberg, Minister of Learning; Cliff Williams,Chairman, Alberta Apprenticeship and Industry Training Board; Jon Barkinshaw, Retired VP Operations, ATCO Power and Chair, Apprenticeship Scholarships Fundraising Steering Committee*

recommendations to the Minister.

In making its recommendations, the Board sought to find the right balance of responsibility for funding apprenticeship technical training. The goal is to maintain high quality training while addressing rising costs of delivering programs and the growing number of apprentices. Increased fees will help offset the rising costs of delivery and help ensure apprenticeship technical training and equipment remain current.

Based on the Board's recommendations, the Government of Alberta has recently approved a new tuition fee policy. The new policy provides the formal mechanism for setting tuition fees and will ensure that future increases are predictable and manageable for apprentices.

As of August 2003, apprenticeship technical training tuition fees will be $65.65 per week. Tuition fees are paid to the technical institutes and colleges delivering the training.

- ***Changes to Employment Insurance and Federal Tax Benefits***

The Board has been actively seeking changes to employment insurance (EI) that recognize apprenticeship training as a single, continuous program stretching over several years. The federal government introduced such changes in its 2002 budget that will benefit apprentices. Previously apprentices had to wait two weeks for their benefits each time they left the workplace to resume classroom training. Effective July 21, 2002, the waiting period will only occur the first time the apprentice applies for benefits and is approved. After that, benefits will begin concurrently with classroom training.

In addition, apprentices will now be allowed a tax deduction for tools required in certain vehicle trades.

## *Improving access for Aboriginal peoples*

- ***Aboriginal Apprenticeship Initiatives***

One of the goals of the Government of Alberta's Business Plan for 2002-2005, is that the well-being and self-reliance of Aboriginal people will be comparable to that of other Albertans. In keeping with this goal, the Alberta Aboriginal Apprenticeship Project (AAAP) was designed to link employers with Aboriginal apprentices and to provide assistance in

building successful working and learning relationships. Project offices have been established in Edmonton, Fort McMurray and High Level.

Building on the Board's support for AAAP, the department undertook research to develop a communications strategy. Three key requirements emerged: the need for ongoing, multifaceted communications strategies to enhance relationship building, the need to involve Aboriginal groups as well as other groups with similar goals, and the importance of using targeted messages and tools and face-to-face communication.

Several strategies were completed during 2002-2003. An Aboriginal Apprenticeship Network was set up to promote apprenticeship opportunities, and a speakers' bureau began for presentations in Aboriginal communities. The communications strategy was presented to principals and education directors of First Nations' schools, as well as to holders of the Aboriginal Human Resources Development Agreement (AHRDA). Community meetings were held in Siksika, Alexander and Slave Lake. A guide to the trades is being prepared for Aboriginal students, to be followed by guides targeting school counsellors and parents.

Over the past several years, the Alberta Apprenticeship and Industry Training Board has made special efforts to enhance and expand the awards recognizing excellence among apprentices, journeymen, students, instructors and employers.

***Top Apprentice Awards***
*From Left: Cliff Williams, Chairman, Alberta Apprenticeship and Industry Training Board; Quinn Smutt, Top Apprentice, Crane and Hoisting Equipment Operator - Wellhead Boom Truck; Denis Herard, MLA Calgary-Egmont; John Aldred, Executive Chairman, Enerflex Systems Ltd.*

## Alberta Apprenticeship Awards and Scholarships

- On February 20, 2003, the Alberta Apprenticeship and Industry Training Board honoured 49 apprentices from across Alberta with a **Top Apprentice Award*** for 2001-2002, recognizing their achievements in the final year of their apprenticeship program. The apprentices were chosen on the basis of their first place marks and positive recommendations from their employers. At the same ceremony, the 2002 **Employer Award of Excellence** was presented to Kirchner Machine Ltd. of Lethbridge and L. Robert Enterprises of Fort McMurray.
- The Board recognizes instructors who demonstrate excellence in training delivery and communications with apprentices. The **Top Instructor Award** is awarded each year to two instructors, one from the south of the province and one from the north. This year, the recipients were Rick Blakeley, Parts Technician Instructor, Lethbridge Community College and Rob Prediger, Automotive Service Technician Instructor, Fairview College.
- In October 2002, 50 apprentices received a **Registered Apprenticeship Program (RAP) Scholarship***. These scholarships recognize the academic and trade related accomplishments of high school students registered in RAP, and encourage them to continue their apprenticeship program after graduation. Created through a cost-sharing arrangement with industry, the $1,000 scholarships are awarded annually, with apprentices receiving $700 in their first year of technical training and $300 in their second. In support of the Alberta Apprenticeship and Industry Training Board's RAP scholarship program, CAREERS: The Next Generation hosted a special event honouring these apprentices.

***Employer Awards of Excellence***
*From Left: Leo Robert, President and CEO, L. Robert Enterprises; Cliff Williams, Chairman, Alberta Apprenticeship and Industry Training Board*

* The names of the recipients of the new apprenticeship scholarships, Top Apprentice Awards and RAP scholarships appear in the appendices.

***"The [construction] industry is delighted to assist young apprentices in funding their education, and in offering them rewarding, well-paid careers right here in Alberta. All Albertans benefit because these skilled apprentices contribute to high quality, safe, cost-effective infrastructure important to maintaining our future prosperity."***

*Norm Dick, Chairman, Alberta Construction Association (ACA) Regarding the ACA's sponsorship of an apprenticeship scholarship*

- In a campaign conducted during 2001 and 2002, $1.3 million dollars were raised for apprenticeship scholarships through the generous support of 270 organizations, associations and individuals. Alberta Learning contributed $2 million in matching funds, bringing the endowment fund to over $3.3 million.

  The fund has been used to create the Alberta Apprenticeship and Industry Training Family of Scholarships. Included among the 270 donors were 132 who contributed $10,000 or more, allowing them to name a scholarship and designate a trade or group of trades as recipient of an annual scholarship. In October 2002, **165 apprenticeship scholarships*** of $1,000 each were awarded with funds from the endowment.

***Funds raised for the Alberta Apprenticeship and Industry Training Family of Scholarships***

*From Left: Dr. Lyle Oberg, Minister of Learning; Mark McCullough, Executive Director, Alberta and NWT Building Trades Council; Norm Dick, Chairman, Alberta Construction Association; Cliff Williams, Chairman, Alberta Apprenticeship and Industry Training Board; Jim Burkinshaw, Retired VP Operations, ATCO Power and Chair, Apprenticeship Scholarships Fundraising Steering Committee*

## Skills Competitions

The Board supports skills competitions by collaborating with Skills Canada Alberta to encourage the involvement of Alberta apprentices in provincial, national and international competitions.

- The **provincial skills** competitions were held May 14-15, 2002 in Edmonton. Approximately 450 competitors from across Alberta competed in 42 trade and technology competitions.

* The names of the recipients of the new apprenticeship scholarships, Top Apprentice Awards and RAP scholarships appear in the appendices.

- At the **National Skills Canada** competitions held in Vancouver in May-June 2002, Albertans in designated trades and occupations received 18 of the 110 medals awarded to competitors from across the country. Albertans won five gold, seven silver and six bronze medals.
- The five gold medal winners from Alberta will join Team Canada to take part in the next **World Skills** competitions to be held in St. Gallen, Switzerland in June 2003.

# BIOGRAPHIES OF BOARD MEMBERS

## BOARD CHAIRMAN

### C. J. (CLIFF) WILLIAMS

***Mr. Williams has served as Chairman of the Board since January 1998.***

Cliff Williams holds trade certificates in the plumber and gasfitter trades. He has completed numerous courses in estimating, project and materials management and critical path scheduling. After completing his apprenticeship, he worked as a journeymen and a foreman until he founded Williams Plumbing & Heating Co. Ltd. in 1959. He was chief executive officer for 28 years.

In 1988, Mr. Williams joined Construction Labour Relations – an Alberta Association (CLRA), as a Labour Relations Representative, an organization he had been instrumental in founding in 1970. Prior to joining the association as an employee, he held positions of director and chairman of the board and chairman of the Mechanical Trade Division of the Association. Cliff retired from full-time employment with CLRA at the end of 1998.

Mr. Williams has participated in many other organizations. He was a member of and served on committees for the United Association of Journeymen and Apprentices of the Plumbers and Pipefitting Industry of the United States and Canada, Local 488. He has also served as chairman of the Provincial Division and the Edmonton District of the Mechanical Contractors Association of Alberta. He has been a member of the Alberta Labour Relations Board since 1983.

He is currently a trustee for two trust funds: Local 488 Edmonton Pipe Industry Health, Welfare and Pension Fund; and Local 8 Sheet Metal Workers Health and Welfare Trust Fund.

Since becoming Chairman of the Alberta Apprenticeship and Industry Training Board, Cliff has been elected Chairman of the Interprovincial Alliance of Board Chairs (IPA) and is the Chairman of the Canadian Apprenticeship Forum – Forum Canadien Sur l'Apprentissage (CAF-FCA). Both of these Pan Canadian organizations are dedicated to the betterment of apprenticeship systems throughout all jurisdictions in Canada.

## CURRENT BOARD MEMBERS

### Representing employers in designated trades

### F.D. (FRANK) DUFFIN

***Mr. Duffin has served on the Board since January 2002.***

Frank Duffin holds trade certificates in the automotive service technician and heavy equipment technician trades. He holds a Bachelor of Commerce degree from the University of British Columbia, and an Achievement in Business Competencies (Blue Seal) Program certificate.

Mr. Duffin is President of Crowfoot Ford Sales in Calgary and Cochrane Ford in Cochrane. He has worked in the automotive sector in Alberta, North West Territories and British Columbia.

Mr. Duffin was born in Alberta with roots in Southern Alberta before the arrival of the railway. His community involvement extends to the Kiwanis Club, United Way, YMCA, Motor Dealers Association Charities, Calgary Stampede and the SAIT Board of Governors.

Mr. Duffin is the recipient of the Calgary Chamber of Commerce Small Business Award, MacLean's Dealer of Excellence Award, SAIT Distinguished Alumnus Award, and North Wood University Dealer Education Award.

### JIM HILL

***Mr. Hill has served on the Board since January 2002.***

Jim Hill holds trade certificates in both the sheet metal worker and roofer trades and a Bachelor of Education degree from the University of Alberta at Calgary. He is currently Board Chair of the Charlton & Hill Group – an organization he has been employed with in various capacities for over 35 years. The company provides roofing, metal fabrication, welding and HVAC (heating, ventilation and air-conditioning) services in the Lethbridge area.

Mr. Hill is past president of the Alberta Roofing Contractors Association. He has been involved in the provincial and local apprenticeship committees for the sheet metal worker trade and is an active supporter of the Lethbridge Community College and the University of Lethbridge. He is a member of the Lethbridge Rotary Club.

## RAYMOND E. MASSEY

***Mr. Massey has served on the Board since January 2002.***

Ray Massey holds a trade certificate with an Interprovincial Standards Program Red Seal in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 24 years, regularly employing between 20 and 30 journeyman painters and apprentices.

Mr. Massey participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He also has participated in industry training workshops and labour studies since 1990.

Mr. Massey was instrumental in the successful start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the Apprenticeship Committee for several years. He was recently elected to serve as president of the Alberta Painters and Decorators Association.

Mr. Massey has been a volunteer with Minor Hockey for eight years and continues to participate in other community activities.

## ALEXANDER (ALEX) MUNRO

***Mr. Munro has served on the Board since January 1998.***

Alex Munro holds a trade certificate with an Interprovincial Standards Program Red Seal in the millwright trade. He has over 30 years of operations and maintenance experience in the pulp, paper and wood products industries in British Columbia and Alberta. Mr. Munro was previously employed by Millar Western Industries and Alberta Pacific Forest Industries Inc. He is presently a maintenance consultant in the forest product sector.

## Representing employees in designated trades

### BRENT M. BISH

***Mr. Bish has served on the Board since January 1998.***

Brent Bish holds trade certificates in the heavy equipment technician, parts technician and crane and hoisting equipment operator trades, and an intermediate warehousing occupational certificate. He has over 20 years experience in the mining industry and works as a heavy equipment technician at Cardinal River Coals Ltd., Hinton. He is also first vice president of the United Mine Workers of America, Local 1656.

Mr. Bish has played an active role in initiatives such as the establishment of warehousing as a designated occupation.

### MARSHA COWLEY

***Ms. Cowley has served on the Board since January 1999***

Marsha Cowley holds a hairstylist trade certificate in Alberta and Ontario, and an Achievement in Business Competencies Program Blue Seal.

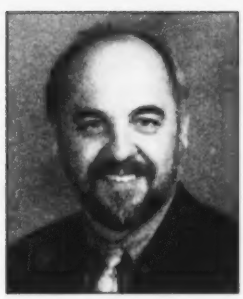
Ms. Cowley has worked in the hairstylist trade for 31 years. After 20 years at Headquarters Salon & Day Spa, she is now at Visual Difference Salon in Sherwood Park. Prior to that, she owned her own salon in Ontario. Before becoming a Board member, Ms. Cowley was active in apprenticeship and industry training for 16 years. She was the presiding officer for both the local apprenticeship committee and the provincial apprenticeship committee for the hairstylist trade. Ms. Cowley was involved with developing the Interprovincial Standards (Red Seal) Program for the hairstylist trade. Since becoming a Board member, Ms. Cowley has become a member of the Skills Canada Alberta Board.

## DONALD (DON) LEZETC

***Mr. Lezetc has served on the Board since January 1998.***

Don Lezetc holds trade certificates with an Interprovincial Standards Program Red Seal in the welder and boilermaker trades, as well as Alberta "A" and "B" pressure welder certificates. For the past 12 years, he has been the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Previously, he worked as the Training Fund's instructor of boilermaker and welder upgrading programs.

Mr. Lezetc has been a member of the International Brotherhood of Boilermakers for 42 years working as a welder, boilermaker and supervisor on construction and maintenance of electric power installations, refineries, pulp mills and fertilizer plants in Alberta, British Columbia and Saskatchewan. Before becoming a Board member, he was involved in the apprenticeship and industry training system for 15 years, including serving as presiding officer for both the provincial and local apprenticeship committees in the boilermaker trade.



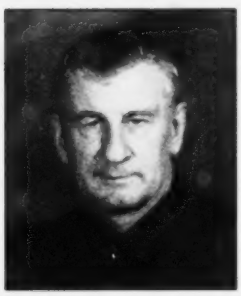
## ROD D. MOORE

***Mr. Moore has served on the Board since January 2002.***

Rod Moore holds a trade certificate in the power systems electrician trade. He has completed numerous courses in his field, including several management and supervisory certificate programs. Mr. Moore has over 26 years experience in the electrical industry and is employed as the Transportation Operations Manager for EPCOR Distribution and Transmission.

Mr. Moore is also a director of the International Municipal and Signals Association (IMSA) for the Western Prairie region, and a member of the Edmonton Construction Association (ECA), the Canadian Public Works Association (CPWA), and the Alberta Roadbuilders and Heavy Construction Association (ARHCA).

## Representing employers in non-trades occupations



### LEONARD J. GABERT

***Mr. Gabert has served on the Board since January 1998.***

Len Gabert has 28 years experience in the rural natural gas industry. He is currently director, Paintearth Gas Co-op Ltd., zone director and past secretary treasurer for the Federation of Alberta Gas Co-ops Ltd. He is active in co-ordinating and promoting training programs required by the industry. Mr. Gabert played an instrumental role in establishing the gas utility operator as a designated occupation.

Mr. Gabert owns a mixed farm in the Castor area, is actively involved in the agriculture industry, and volunteers for various charitable organizations.

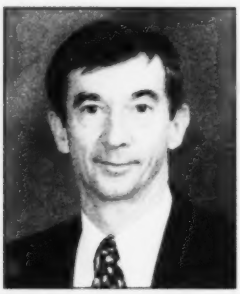
### LES LAROCQUE

***Mr. LaRocque has served on the Board since January 2002.***

Les LaRocque holds a diploma in mechanical engineering technology. He has 24 years experience in the mechanical contracting business as an estimator and project manager and is president of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Mr. LaRocque is on the board and is past President of the American Society of Heating Refrigerating and Air Conditioning Engineers, Southern Alberta Chapter. He is also on the board and past Chairman of Merit Contractors Association.

## Representing employees in non-trades occupations



### CRAIG EVANS

***Mr. Evans has served on the Board since January 1999.***

Craig Evans holds a parts technician trade certificate. He has been employed by Waterous Detroit Diesel-Allison for 29 years, where he is currently a Parts Manager.

Mr. Evans has served as presiding officer and member for both the provincial apprenticeship committee and local apprenticeship committee for the parts technician trade.

### BOB GENÉE

***Mr. Genée has served on the Board since January 1999.***

Bob Genée holds a trade certificate with an Interprovincial Standards Program Red Seal in the carpenter trade. He has worked in the construction industry for 25 years, of which 18 years was in the carpenter trade. Mr. Genée has been employed by Coram Construction for over 13 years and has been a District Administrator for the past seven years.

Mr. Genée is also certified as a Construction Safety Officer for the Alberta Construction Safety Association.

# APPENDICES

## BOARD MANDATE

The mandate of the Board relates to the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The Board fulfills its mandate by meeting the requirements and exercising the responsibilities outlined in the Act, including:

- advising the Minister of Learning about the needs of the Alberta labour market for skilled and trained people and training and certification in trades and occupations;
- making recommendations to the Minister about the designation of trades and occupations and the changing or rescinding of existing designations;
- establishing or recognizing committees including local and provincial apprenticeship committees, occupational committees, provisional committees and other committees it deems appropriate and appointing members to those it establishes;
- promoting the pursuit of careers in trades and occupations and the training and certification of people in trades and occupations;
- developing policies respecting the recognition of training as equivalent to training provided under the Act;
- making orders respecting: standards and requirements for training and certification in designated trades and for certification in designated occupations; and the criteria or requirements for granting and recognizing trade certificates, occupational certificates and other certificates under the Act;
- making regulations respecting
  - the description of a designated trade or occupation,
  - the standards and requirements of apprenticeship programs and the training of apprentices.

## VISION

Alberta's apprenticeship and industry training system will continue its leadership role in developing Alberta's highly skilled and trained workforce. In keeping with the goals of Alberta Learning, the system will be responsive, flexible, accessible and affordable to all Albertans. It will also be accountable for ensuring high quality, industry-oriented training.

## MISSION

The mission of the Alberta Apprenticeship and Industry Training Board is to facilitate quality and excellence in Alberta's workforce by encouraging the continued growth of apprenticeship and other occupational training based on clearly established and maintained standards.

## PRINCIPLES

In pursuing the goals and objectives of its strategic plan, the Board is guided by several principles.

- Albertans who wish to pursue a career in the trades or designated occupations have opportunities to participate in apprenticeship and industry training and work toward acquiring the highest possible standards of knowledge and skills.
- Apprentices, trainees and employers will make a financial contribution to the costs of technical training in recognition of the benefits they receive.
- Provincial and interprovincial industry standards are the foundation of apprenticeship and industry training in Alberta. Industry, consisting of employers and employees, is responsible for setting training criteria and standards, and for providing on-the-job training and work experience.
- Government, with advice from industry, has a role in regulating apprenticeship training and helping Albertans acquire the skills and competencies needed to work in the trades and designated occupations.
- Apprenticeship and industry training is based on effective partnerships and other relationships between government, industry, training institutions, trainees and apprentices.

## BOARD MEMBERSHIP

The Board consists of:

- a chairman;
- four members representing employers in designated trades;
- four members representing employees in designated trades;
- two members representing employers in non-trade occupations;
- two members representing employees in non-trade occupations;

Two Board members share the role of acting for the Chairman in his absence.

## STANDING COMMITTEES OF THE BOARD

The Board has five standing committees to assist with its work.

- **Labour Market Issues and Board Operations Committee**
  Monitors labour market activity, identifies industry-related training needs and opportunities and addresses promotional and operational activities of the Board.

- **Industry Standards Committee**
  Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

- **Provincial and Local Apprenticeship Committees' and Occupational Committees' Nominations Committee**
  Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees.

- **Nominations Review Committee**
  Together with Alberta Learning, reviews applications and provides recommendations to the Minister regarding the appointment of Board members.

- **Awards and Scholarships Committee**
  Assists in the selection and recognition of award and scholarship recipients.

## 2001-2002 Top Apprentice Award Winners

| | Name | Trade | City/Town | Employer |
|---|---|---|---|---|
| 1 | Kelly Andrew | Agricultural Equipment Technician | Olds | Belsher Equipment Ltd. |
| 2 | Jennifer Bachinski | Cook | Banff | Fairmont Banff Springs |
| 3 | Tyler Banman | Insulator | Tofield | Dewar Western Inc. |
| 4 | Kelly Barrett | Sheet Metal Worker | Lethbridge | Charlton & Hill Group |
| 5 | Jason Barry | Parts Technician | Calgary | South Centre Fine Cars |
| 6 | David Barwise | Painter and Decorator | Calgary | City of Calgary |
| 7 | Michael Bayko | Steamfitter- Pipefitter | Edmonton | Nusco Supply & Manufacturing Inc. |
| 8 | Derrick Bradburn | Gasfitter - 1st Class | Edmonton | Integra Mechanical |
| 9 | George Cameron | Sawfiler | Drayton Valley | Weyerhaeuser Canada Ltd. |
| 10 | John Cimino | Baker | Calgary | The Glencoe Club |
| 11 | Mark Clowry | Structural Steel and Plate Fitter | Calgary | Canfer Rolling Mills Ltd. |
| 12 | Sean Collard | Ironworker - Metal Building | Redcliff | G V N Structures Inc. |
| 13 | Albert Dargis | Power Lineman | Lethbridge | R.S. Line Contracting Company Ltd. |
| 14 | Mike Drake | Concrete Finisher | Calgary | A-1 Cement Contractors Ltd. |
| 15 | Jaye Drotos | Crane and Hoisting Equipment | Tilley | Perry Oilfield Services Ltd Operator -Medium Boom Truck |
| 16 | Kirby Engelking | Millwright | Spruce Grove | Transalta Utilities |
| 17 | Sean Falle | Communication Electrician - Network | Calgary | Telus Communications Inc. |
| 18 | Cory Fedorvich | Motorcycle Mechanic | Busby | Riverside Honda & Skidoo Sales |
| 19 | Darren Fischer | Heavy Equipment Technician | Medicine Hat | Lawrence Meier Trucking Ltd |
| 20 | Russell Franks | Ironworker | Redcliff | Ironworkers Apprenticeship Administration Agency, Local 720 |
| 21 | Sherise Fried | Hairstylist | Vegreville | Capri Beauty Salon 84 |
| 22 | David Godbout | Locksmith | Edmonton | Northlands Park |
| 23 | Derek Gohring | Appliance Service Technician | Calgary | Sears Canada Inc. |
| 24 | Chad Heffner | Auto Body Technician - Collision | St. Paul | North Park Collision & Frame |
| 25 | Brent Hilman | Agricultural Equipment Technician | Red Deer | Deermart Equipment Sales Ltd. |
| 26 | Calvin Hiscock | Crane and Hoisting Equipment Operator - Mobile Crane | Fort McMurray | Syncrude Canada Ltd. |
| 27 | Hugh Horton | Tilesetter | Fort McMurray | Romeo's Tile Ltd. |
| 28 | Trevor Jevne | Electrical Motor Systems Technician | Calgary | James Electric Motor Service |
| 29 | Charles Johnstone | Auto Body Technician - Refinishing | Calgary | Concours Auto Body Ltd. |
| 30 | Rod Kerik | Electrician | Rocky Mountain House | TransCanada Pipelines Limited |
| 31 | Gordon Kraft | Power System Electrician | St. Albert | Altalink L.P. |

| | Name | Trade | City/Town | Employer |
|---|---|---|---|---|
| 32 | Erik Lange | Instrument Technician | St. Albert | Flint Field Services Ltd. |
| 33 | Robert Laronge | Communication Electrician - Construction | Langdon | Lanmark Towers & Communications Ltd. |
| 34 | Bradley Long | Electrician | Banff | Henry's Electric Service |
| 35 | Christopher Loran | Bricklayer | Medicine Hat | Falke Construction Services Inc. |
| 36 | Paul Moore | Sprinkler Systems Installer | Calgary | Viking Fire Protection |
| 37 | Trevor Murray | Boilermaker | Calahoo | Natco Canada Ltd. |
| 38 | Bradley Nilson | Plumber & Gasfitter 2nd Class | Edmonton | Jetco Mechanical Ltd. |
| 39 | Albert Oudshoorn | Carpenter | Nobleford | John Oudshoorn Construction |
| 40 | Shari Pearce | Landscape Gardener | Calgary | Artemis Landscapes & Design Inc. |
| 41 | Curtis Pechanec | Welder | Westlock | Kelly's Welding Ltd. |
| 42 | Rene Pedersen | Cabinetmaker | Calgary | De Vries Fine Woodworking Inc. |
| 43 | Ryan Ratzlaff | Automotive Service Technician | Little Smoky | Wessons Automotive Ltd. |
| 44 | Phil Scott | Auto Body Technician - Collision and Refinishing | Calgary | Airdrie Autobody Ltd. |
| 45 | Quinn Smutt | Crane and Hoisting Equipment Operator - Wellhead Boom Truck | Drayton Valley | Lonkar Services Ltd. |
| 46 | Lyndon Stinson | Water Well Driller | Calgary | M & M Drilling Co. Ltd. |
| 47 | Douglas Swyers | Floorcovering Installer | Edmonton | Cirka Flooring Ltd. |
| 48 | Daniel Webber | Refrigeration and Air Conditioning Mechanic | Edmonton | Paragon Mechanical Ltd. |
| 49 | Robert Willows | Machinist | Grande Prairie | Ideal Precision Machining Ltd. |

## 2001-2002 Registered Apprenticeship Program (RAP) Scholarship Winners

| | Name | Trade | Sponsor |
|---|---|---|---|
| 1 | Jeff Ackermann | Millwright | The Calgary Foundation - Cadmus Fund RAP Scholarship |
| 2 | Douglas Bailey | Carpenter | Merit Contractors Association RAP Scholarship |
| 3 | D. Raymond Canning | Automotive Service Technician | RAP Scholarship |
| 4 | Peter Canning | Welder | RAP Scholarship |
| 5 | Jason Chan | Welder | International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship |
| 6 | Tom Cody | Welder | Kellogg Brown & Root RAP Scholarship |
| 7 | Andrew Coulas | Millwright | RAP Scholarship |
| 8 | Nicholas S. Czibere | Crane & Hoisting Equipment Operator - Mobile Crane | Construction Labour Relations - An Alberta Association / Alberta Building Trades Council RAP Scholarship |
| 9 | Darin Den Hood | Millwright | Ironworkers Local 720 and Local 725 RAP Scholarship |
| 10 | Robert Dowsett | Carpenter | PCL Industrial Constructors Inc. RAP Scholarship |
| 11 | Danielle Ducharme | Hairstylist | Modern Beauty Supplies Inc. RAP Scholarship |
| 12 | Todd Eisenkrein | Millwright | Alberta-Pacific Forest Industries Inc. RAP Scholarship |
| 13 | Holly Fedderly | Hairstylist | The Optimist Club of Sherwood Park RAP Scholarship |
| 14 | Daniel Fox | Electrician | Flint Energy Services Ltd. RAP Scholarship |
| 15 | Geoffrey R. Groves | Cabinetmaker | RAP Scholarship |
| 16 | Leith Harasiuk | Hairstylist | RAP Scholarship |
| 17 | Kevin Harder | Parts Technician | Motor Dealers' Association of Alberta RAP Scholarship |
| 18 | David Hawkey | Automotive Service Technician | RAP Scholarship |
| 19 | Brandon Hegedus | Cabinetmaker | Fluor Constructors Canada Limited RAP Scholarship |
| 20 | Ashley Henry | Hairstylist | RAP Scholarship |
| 21 | Catlin Hewey | Carpenter | RAP Scholarship |
| 22 | Scott Inge | Heavy Equipment Technician | TransCanada RAP Scholarship |
| 23 | Nicholas Jonk | Cabinetmaker | RAP Scholarship |
| 24 | Ryan M. Kempton | Carpenter | Maxam Contracting Ltd. RAP Scholarship |
| 25 | Kyle Klemmer | Instrument Technician | Jacobs Catalytic Ltd. RAP Scholarship |
| 26 | Curtis Klohn | Heavy Equipment Technician | Allan Askeland RAP Scholarship |
| 27 | Michael Knoppers | Automotive Service Technician | RAP Scholarship |
| 28 | Lacey Lane | Baker | RAP Scholarship |
| 29 | Frankie Lau | Cook | RAP Scholarship |
| 30 | Crystal Lee | Cook | RAP Scholarship |
| 31 | Robin Livingstone | Automotive Service Technician | RAP Scholarship |
| 32 | Kent P. MacGregor | Heavy Equipment Technician | Syncrude Canada Ltd. RAP Scholarship |
| 33 | Layne McTaggart | Auto Body Technician - Collision and Refinishing | RAP Scholarship |
| 34 | Reyna Meyer | Hairstylist | RAP Scholarship |

| | Name | Trade | Sponsor |
|---|---|---|---|
| 35 | Mark Ness | Heavy Equipment Technician | NOVA Chemicals Corporation RAP Scholarship |
| 36 | Derek Nielsen | Parts Technician | The Calgary Foundation - Cadmus Fund RAP Scholarship |
| 37 | Darren Ohrn | Automotive Service Technician | RAP Scholarship |
| 38 | Bradley Olynyk | Welder | Shell Canada Limited RAP Scholarship |
| 39 | Sheila Penner | Hairstylist | RAP Scholarship |
| 40 | Keelan Petterson | Carpenter | Christian Labour Association of Canada RAP Scholarship |
| 41 | Maurice Phengphonekeo | Hairstylist | RAP Scholarship |
| 42 | Michael Rempel | Carpenter | Alberta Building Trades Council / Construction Labour Relations - An Alberta Association RAP Scholarship |
| 43 | Randall Rivers | Electrician | The Electrical Contractors Association of Alberta RAP Scholarship |
| 44 | Chris Rowat | Electrician | The Bill and Catharine Watson and Family RAP Scholarship |
| 45 | Jesse Schneider | Carpenter | RAP Scholarship |
| 46 | Kevin Stiemann | Electrician | The Electrical Contractors Association of Alberta RAP Scholarship |
| 47 | Aaron Waterhouse | Transport Refrigeration Technician | RAP Scholarship |
| 48 | Geoffrey Zadler | Cook | RAP Scholarship |
| 49 | Jerritt Zayac | Plumber and Gasfitter (2nd class) | Mechanical Contractors Association of Alberta RAP Scholarship |
| 50 | David Zimmerman | Cook | RAP Scholarship |

## Alberta Apprenticeship and Industry Training Family of Scholarships Winners 2002

| | Name | Trade | Sponsor |
|---|---|---|---|
| 1 | Ralph Anderson | Lather - Interior Systems Mechanic | Construction Labour Relations - An Alberta Association Scholarship |
| 2 | Jason Baerg | Heavy Equipment Technician | Calgary Construction Association - Ken Trueman Scholarship |
| 3 | Iain Bannister | Automotive Service Technician | Calgary Motor Dealers Association Scholarship |
| 4 | Irene Barnes (Thomas) | Baker | Alberta Apprenticeship and Industry Training Board Scholarship |
| 5 | Shyloh Bartlett | Steamfitter-Pipefitter | PCL Industrial Constructors Inc. Scholarship |
| 6 | Thayne Bathgate | Welder | Waiward Steel Fabricators Ltd. Scholarship |
| 7 | Steve Best | Sheet Metal Worker | Sheet Metal Workers' International Association Local #8 Scholarship |
| 8 | Darrell Bichel | Ironworker | Supreme Steel Scholarship |
| 9 | Bradley Black | Millwright | Merit Contractors Association Scholarship |
| 10 | Nicolae Boston | Insulator | Construction Labour Relations - An Alberta Association Scholarship |
| 11 | Clayton Bouvier | Steamfitter-Pipefitter | PCL Industrial Constructors Inc. Scholarship |
| 12 | Jason Bradshaw | Electrician | ECAA & North West Chapter Alberta Apprenticeship Scholarship |
| 13 | Neale Bragg | Electrician | Chemco Electrical Contractors Ltd. Scholarship |
| 14 | John Briscoe | Parts Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 15 | Dallas Bullock | Landscape Gardener | Alberta Apprenticeship and Industry Training Board Scholarship |
| 16 | Michael Bunney | Sheet Metal Worker | EnCana Corporation Aboriginal Scholarship |
| 17 | Edward Burns | Plumber and Gasfitter | Mechanical Contractors Association of Alberta (Southern) - Gary L. Ellenton Scholarship |
| 18 | Michael Calder | Sprinkler Systems Installer | ACA / Thygesen Apprentice Scholarship |
| 19 | Jerry Cech | Heavy Equipment Technician | Suncor Energy Inc., Oil Sands Scholarship |
| 20 | Drew Chalifoux | Electrician | ACA / Thygesen Apprentice Scholarship |
| 21 | Lee Chapman | Welder | Supreme Steel Scholarship |
| 22 | Marianna Charles | Cook | Alberta Apprenticeship and Industry Training Board Scholarship |
| 23 | Kelly Christensen | Lather- Interior Systems Mechanic | Bob Stollery Apprentice Scholarship |
| 24 | Joseph R. Christensen | Carpenter | Thompson Family Foundation Scholarship |
| 25 | Frank Colautti | Plumber and Gasfitter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 26 | Brad Comeau | Sheet Metal Worker | Sheet Metal Contractors Association of Alberta Scholarship |

| | Name | Trade | Sponsor |
|---|---|---|---|
| 27 | Matthew Cotton | Plumber and Gasfitter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 28 | Andrew Couchman | Glazier | ACA / Thygesen Apprentice Scholarship |
| 29 | Brook Covenden | Electrician | Albian Sands Energy Inc. Scholarship |
| 30 | Ryan Cutts | Plumber and Gasfitter | William (Curly) Watson Memorial Award |
| 31 | Edward Davis | Carpenter | ACA / Thygesen Apprentice Scholarship |
| 32 | Kevin Davis | Welder | Boilermaker Apprenticeship Administration Agency Scholarship |
| 33 | Timothy Demler | Carpenter | Bob Stollery Apprentice Scholarship |
| 34 | Larry Der | Plumber and Gasfitter | Mechanical Contractors Association of Alberta (Southern) - Frederick 'Jack' Deeves Scholarship |
| 35 | Jason Dmetruk | Refrigeration & Air Conditioning Mechanic | Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship |
| 36 | Justin Doherty | Ironworker | Waiward Steel Fabricators Ltd. Scholarship |
| 37 | Jason Dumont | Steamfitter - Pipefitter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 38 | Brad Dumont | Steamfitter - Pipefitter | Trotter and Morton Scholarship |
| 39 | Jedidiah Dunn | Plumber and Gasfitter | Mechanical Contractors Association of Alberta Scholarship |
| 40 | Robert Dunstall | Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 41 | Johannes Dving | Carpenter | Merit Contractors Association Scholarship |
| 42 | Ty Enns | Machinist | G. Peterson Scholarship |
| 43 | Cory Epp | Sheet Metal Worker | C.L. (Pat) Hill / Charlton & Hill Ltd. Scholarship |
| 44 | Ryan Erickson | Steamfitter - Pipefitter | Construction Labour Relations - An Alberta Association Scholarship |
| 45 | Christopher Erler | Electrician | Suncor Energy Inc., Oil Sands Scholarship |
| 46 | Chad Eyben | Welder | Bob Stollery Apprentice Scholarship |
| 47 | Jesse Fitzpatrick | Welder | Industrial Contractors Association of Canada Scholarship |
| 48 | William Gauvreau | Automotive Service Technician | MDA Education Foundation Apprentice Scholarship |
| 49 | Patrice Genier | Crane & Hoisting Equipment Operator | Fluor Constructors Canada Ltd. Scholarship |
| 50 | Jefferey Gerber | Carpenter | Bob Stollery Apprentice Scholarship |
| 51 | Jarrud Gilbert | Heavy Equipment Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 52 | Ivan Gladue | Electrician | Suncor Energy Inc., Oil Sands Scholarship |
| 53 | Michael Goossen | Painter and Decorator | ACA / Thygesen Apprentice Scholarship |

## Alberta Apprenticeship and Industry Traning Family of Scholarships Winners 2002 Continued..

| | Name | Trade | Sponsor |
|---|---|---|---|
| 54 | Treena Gould | Cabinetmaker | AWMAC - Southern Alberta Chapter Scholarship |
| 55 | James Graham | Ironworker | ACA / Thygesen Apprentice Scholarship |
| 56 | Joseph B. Grant | Insulator | TransCanada Scholarship |
| 57 | Clayton Gurr | Welder | ATCO Power Ltd. Scholarship |
| 58 | Jonathan Hart | Automotive Service Technician | Grande Prairie Auto Dealers Association Scholarship |
| 59 | Daryl Hendricks | Ironworker | Fluor Constructors Canada Ltd. Scholarship |
| 60 | Kevin J. Hertz | Ironworker | Alberta Ironworkers Apprenticeship and Training Plan Scholarship |
| 61 | Andrew Hildebrandt | Electrician | Electrical Contractors Association of Alberta Scholarship |
| 62 | Alison Hill | Welder | Alberta Apprenticeship and Industry Training Board Scholarship |
| 63 | Eldon Hill | Cook | PCL Industrial Constructors Inc. Scholarship |
| 64 | Aurelie Hoffman | Electrician | Calgary Construction Association - Pat Barry Scholarship |
| 65 | Luke Holuboch | Steamfitter - Pipefitter | Calgary Construction Association - Ken Kennedy Scholarship |
| 66 | Dennis Horrigan | Cook | First North Catering Scholarship |
| 67 | William Hu | Instrument Technician | Lockerbie & Hole Inc. Scholarship |
| 68 | Hans Husted | Electrician | Red Deer Construction Association Scholarship |
| 69 | Kris Jackson | Electrician | IBEW Local #424 / ECAA Alberta Apprenticeship Scholarship |
| 70 | Nicole Jaggard | Landscape Gardener | Alberta Apprenticeship and Industry Training Board Scholarship |
| 71 | Barry Jordan | Plumber and Gasfitter | United Association of Plumbers & Pipefitters Local #488 Scholarship |
| 72 | William Kaiser | Automotive Service Technician | First Canadian Insurance Corporation Scholarship |
| 73 | Timothy Kassner | Plumber and Gasfitter | S.E. Johnson Ltd. Mechanical Contractors Apprentice Scholarship |
| 74 | Kasey A. Kay | Welder | Suncor Energy Inc., Oil Sands Scholarship |
| 75 | Mark Kendall | Electrician | Canem Systems Ltd. Scholarship |
| 76 | Charles King | Heavy Equipment Technician | Maxam Contracting Ltd. Scholarship |
| 77 | Kevin Koscher | Carpenter | PCL Industrial Constructors Inc. Scholarship |
| 78 | Donald A. Krause | Steamfitter - Pipefitter | J.B. (Bernie) Quinn Memorial Scholarship |
| 79 | Michael Laatsch | Communication Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 80 | William LaHue | Ironworker | Warward Steel Fabricators Ltd. Scholarship |
| 81 | Chris Lamarche | Millwright | Lehigh Inland Cement Limited George Ritz & George Street Memorial Scholarship |
| 82 | Marty Lemire | Agricultural Equipment Technican | Alberta Apprenticeship and Industry Training Board Scholarship |

| | Name | Trade | Sponsor |
|---|---|---|---|
| 83 | Ryan Lesperance | Carpenter | Alex Munro Aboriginal Apprenticeship Scholarship |
| 84 | Cory Mack | Parts Technician | Edwards Garage Scholarship |
| 85 | Wesley Manyfingers | Automotive Service Technician | Bunch Welding Scholarship |
| 86 | Christopher Marlow | Power Lineman | Alberta Apprenticeship and Industry Training Board Scholarship |
| 87 | Robert Marshall | Welder | ACA / Thygesen Apprentice Scholarship |
| 88 | Stephen Martens | Sheet Metal Worker | Sinclair Supply Ltd. Scholarship |
| 89 | Leslie J. McCreath-Hunneman | Carpenter | PCL Industrial Constructors Inc. Scholarship |
| 90 | Robert McCuaig | Plumber and Gasfitter | Canyon Plumbing & Heating Ltd. Scholarship |
| 91 | Malcolm McKirdy | Millwright | ACA / Thygesen Apprentice Scholarship |
| 92 | Robin McQuarrie | Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 93 | Keean Milburn | Electrician | Christian Labour Association of Canada Scholarship |
| 94 | Ryan Mills | Plumber and Gasfitter | United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship |
| 95 | Bartley Morhart | Crane & Hoisting Equipment Operator | Ledcor Scholarship |
| 96 | Darcy Moss | Automotive Service Technician | Edward R. Rewucki Scholarship |
| 97 | Robert Mulder | Sheet Metal Worker | Plante, Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal |
| 98 | Kevin Mulligan | Refrigeration and Air Conditioning Mechanic | Alberta Apprenticeship and Industry Training Board Scholarship |
| 99 | Jason Mumert | Heavy Equipment Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 100 | Dustin Nathe | Welder | Calgary Construction Association - Greg Davidson Scholarship |
| 101 | Elizabeth Nelson | Machinist | Alberta Apprenticeship and Industry Training Board Scholarship |
| 102 | Steven Niehaus | Insulator | TIAA Insulator Scholarship |
| 103 | Andrzej Nowak | Machinist | Syncrude Canada Ltd. Scholarship |
| 104 | Richard Okishita | Automotive Service Technician | MDA Education Foundation Apprentice Scholarship |
| 105 | Mountain Oliver | Welder | Canadian Institute of Steel Construction - Alberta Region Scholarship |
| 106 | Damon Olsson | Bricklayer | Masonry Contractors Association of Alberta Scholarship |
| 107 | Dwayne Opp | Millwright | Bob Stollery Apprentice Scholarship |
| 108 | Perry Parenteau | Plumber and Gasfitter | EPCOR Aboriginal Scholarship |
| 109 | Jason Parsons | Electrical Motor Systems Technician | Athabasca Oil Sands Project Excellence Award |
| 110 | David Pelechaty | Machinist | Alberta Apprenticeship and Industry Training Board Scholarship |

## Alberta Apprenticeship and Industry Traning Family of Scholarships Winners 2002 Continued..

| | Name | Trade | Sponsor |
|---|---|---|---|
| 111 | Mario Pelletier | Welder | Schendel Mechanical Contracting Ltd. Scholarship |
| 112 | Shawn Peterkin | Glazier | Calgary Construction Association - Bob Scrimgeour Scholarship |
| 113 | Conrad Petersen | Instrument Technician | Spartan Controls Apprenticeship Award |
| 114 | Graham Pike | Heavy Equipment Technician | Southland Transportation Ltd. Scholarship |
| 115 | Stephen Pioker | Automotive Service Technician | MDA Education Foundation Apprentice Scholarship |
| 116 | Wayne Potter | Automotive Service Technician | Heninger Toyota Scholarship |
| 117 | Cameron Powell | Sheet Metal Worker | ACA / Thygesen Apprentice Scholarship |
| 118 | Rob Pretzlaw | Tilesetter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 119 | Kasey Primrose | Plumber and Gasfitter | M & M Dabrowski Scholarship |
| 120 | Roy Quiring | Plumber and Gasfitter | Mechanical Contractors Association of Alberta (Southern) - Anderson Family Scholarship |
| 121 | Grant Rathwell | Welder | Supreme Steel Scholarship |
| 122 | Corry Raugust | Automotive Service Technician | Scotiabank Dealer Finance Centre Scholarship |
| 123 | Melvin Reid | Sheet Metal Worker | Alggin Heating Supplies Ltd. Gino Bianchini Memorial Scholarship |
| 124 | David Ricard | Plumber and Gasfitter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 125 | Trevor Rieger | Plumber and Gasfitter | Clifford J. Williams Scholarship |
| 126 | Paul Rivera | Electrician | Syncrude Aboriginal Scholarship |
| 127 | Scott Robertson | Welder | KBR Canada Inc. Scholarship |
| 128 | Shawn Robinson | Sheet Metal Worker | Lennox Canada Inc. Scholarship |
| 129 | Warren Rowland | Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 130 | Randall Russell | Plumber and Gasfitter | Construction Labour Relations - An Alberta Association - R. Neil Tidsbury Scholarship |
| 131 | Randy Russell | Crane & Hoisting Equipment Operator | ExxonMobil Canada Scholarship |
| 132 | Jake Russell | Electrician | Merit Contractors Association Scholarship |
| 133 | Bradley Samchuk | Welder | Clearwater Welding & Fabricating Ltd. Scholarship |
| 134 | Ryan Sasseville | Auto Body Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 135 | Howard R. Saunders | Refrigeration and Air Conditioning Mechanic | Alberta Building Trades Council and Construction Labour Relations - An Alberta Association Scholarship |
| 136 | Darren Savage | Steamfitter - Pipefitter | Construction Labour Relations - An Alberta Association and Alberta Building Trades Council Scholarship |
| 137 | Joel Schiebout | Steamfitter - Pipefitter | U.A. Local #496 / Piping Industry Training School Scholarship |
| 138 | Nicholas Shemko | Electrician | Medicine Hat Construction Association Scholarship |

| Name | Trade | Sponsor |
|---|---|---|
| 139 Darren Siemens | Welder | Alberta Apprenticeship and Industry Training Board Scholarship |
| 140 Buckley Simpson | Plumber and Gasfitter | Mechanical Contractors Association of Alberta (Southern) - Cameron A. Wright Scholarship |
| 141 Gregory Smith | Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 142 Shawn St. Amand | Instrument Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 143 Simon Stepney | Automotive Service Technician | Centaur Subaru Scholarship |
| 144 Danny Stoesz | Plumber and Gasfitter | The Botting Group of Companies Scholarship |
| 145 Bradley A. Strom | Heavy Equipment Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 146 Garret Stuckert | Glazier | Ferguson Glass Scholarship |
| 147 George Taylor | Electrician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 148 Brent Taylor | Parts Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 149 Michael Terriff | Plumber and Gasfitter | ACA / Thygesen Apprentice Scholarship |
| 150 Shane Tetreault | Power Lineman | Alberta Apprenticeship and Industry Training Board Scholarship |
| 151 Rodney Thomas | Insulator | ACA / Thygesen Apprentice Scholarship |
| 152 Michael Toren | Sprinkler Systems Installer | Alberta Apprenticeship and Industry Training Board Scholarship |
| 153 Justin Turner | Electrician | Comstock Canada Scholarship |
| 154 Shaun Turner | Bricklayer | Masonry Contractors Association of Alberta Scholarship |
| 155 Richard Ulm | Welder | Fluor Constructors Canada Ltd. Scholarship |
| 156 Daniel Vadnais | Plumber and Gasfitter | Alberta Apprenticeship and Industry Training Board Scholarship |
| 157 Steve Van Beek | Carpenter | Industrial Contractors Association of Canada Scholarship |
| 158 Mark Van Beers | Millwright | Alberta Apprenticeship and Industry Training Board Scholarship |
| 159 Chad Vatamaniuck | Motorcycle Mechanic | Alberta Apprenticeship and Industry Training Board Scholarship |
| 160 Conrad Wagner | Cabinetmaker | AWMAC - Northern Alberta Chapter Scholarship |
| 161 Andrew Weir | Electrician | General Presidents' Maintenance Committee Apprentice Scholarship |
| 162 Derek Wentworth | Auto Body Technician | Alberta Apprenticeship and Industry Training Board Scholarship |
| 163 Lawrence West | Sheet Metal Worker | Arpi's Scholarship |
| 164 Kenneth Wiebe | Plumber and Gasfitter | Mechanical Contractors Association of Alberta (Southern) - George E. Kienitz Scholarship |
| 165 Douglas Wilson | Steamfitter - Pipefitter | Alberta Apprenticeship and Industry Training Board Scholarship |

## Statistical profiles:

## Note:

Last year the statistical tables and charts were changed to reflect the actual number of people involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Also note that the technical training information was changed, now reflecting the school year. In the past, technical training attendance was provided based on the calendar year for consistency with other calendar year data, e.g. registrations. The switch to school year data will hopefully provide a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to last year.

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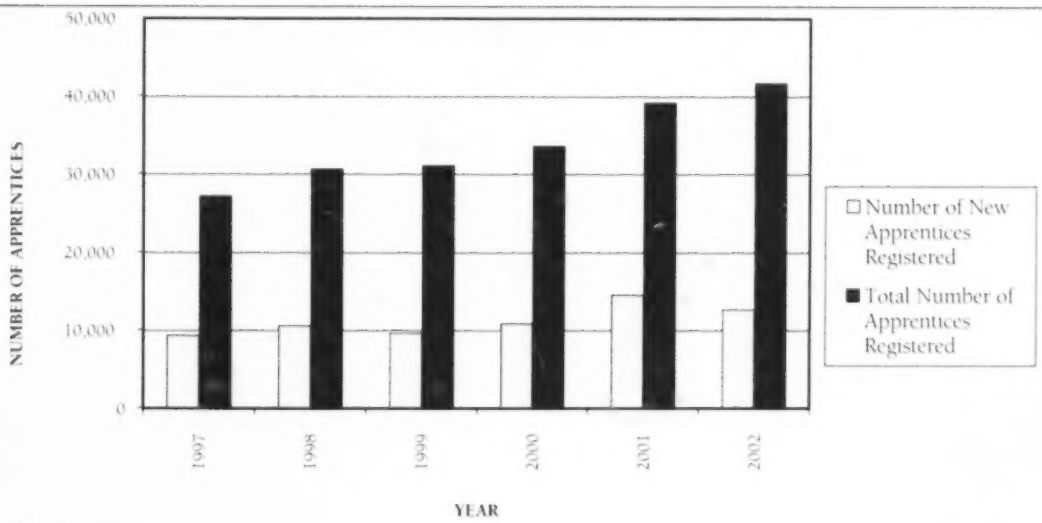
TABLE 1 **Alberta Apprenticeship and Provincial Labour Force Statistics, 1997 to 2002**

| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 1997–2002 Change |
|---|---|---|---|---|---|---|---|
| Total Apprentices Registered (all trades) | 27,041 | 30,316 | 31,139 | 32,547 | 38,090 | 40,501 | 49.8% |
| New Apprentices Registered (all trades) | 9,244 | 10,234 | 9,306 | 11,317 | 13,994 | 13,038 | 41.0% |
| Labour Force (thousands) | 1,547.9 | 1,605.0 | 1,648.0 | 1,671.4 | 1,710.7 | 1767.5 | 14.2% |
| Employed (thousands) | 1,457.9 | 1,515.4 | 1,553.3 | 1,588.2 | 1,632.1 | 1673.8 | 14.8% |
| Unemployed (thousands) | 90.0 | 89.6 | 94.7 | 83.2 | 78.6 | 93.7 | 4.1% |
| Unemployment Rate (%) | 5.8% | 5.6% | 5.7% | 5.0% | 4.6% | 5.3% | -2.3 percentage points |

**Source:** Alberta Learning, Alberta Human Resources and Employment

CHART 1 **Number of Apprentices Registered by Year, 1997 to 2002***




**Source:** Alberta Learning

*This graph represents statistics covering calendar years (January to December)

## TABLE 2 Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1997 to 2002*

| TRADE | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 1997-02 Average | 1997-02 % Change |
|---|---|---|---|---|---|---|---|---|
| Agricultural Equipment Technician | 109 | 133 | 113 | 89 | 87 | 91 | 104 | -17% |
| Appliance Service Technician | 68 | 68 | 78 | 72 | 74 | 71 | 72 | 4% |
| Auto Body Technician | 545 | 551 | 553 | 499 | 567 | 612 | 555 | 12% |
| Automotive Service Technician | 2,179 | 2,334 | 2,368 | 2,278 | 2,392 | 2,659 | 2,368 | 22% |
| Baker | 302 | 282 | 237 | 223 | 204 | 192 | 240 | -36% |
| Boilermaker | 102 | 110 | 120 | 126 | 180 | 185 | 137 | 81% |
| Bricklayer | 62 | 98 | 121 | 139 | 152 | 173 | 124 | 179% |
| Cabinetmaker | 385 | 401 | 453 | 435 | 432 | 449 | 429 | 17% |
| Carpenter | 1,869 | 2,212 | 2,218 | 2,447 | 2,720 | 2,898 | 2,394 | 55% |
| Communication Electrician | 118 | 155 | 216 | 301 | 423 | 380 | 266 | 222% |
| Concrete Finisher | 58 | 57 | 61 | 59 | 74 | 61 | 62 | 5% |
| Cook | 1,200 | 1,124 | 1,039 | 932 | 1,028 | 1,032 | 1,059 | -14% |
| Crane and Hoisting Equipment Operator | 671 | 521 | 600 | 819 | 1,215 | 1,330 | 859 | 98% |
| Electrical Motor Systems Technician | 55 | 56 | 55 | 46 | 51 | 56 | 53 | 2% |
| Electrician | 3,248 | 3,925 | 4,108 | 5,000 | 5,947 | 6,617 | 4,808 | 104% |
| Electronic Technician | 97 | 81 | 63 | 53 | 58 | 48 | 67 | -51% |
| Elevator Constructor | 29 | 39 | 85 | 121 | 127 | 114 | 86 | 293% |
| Floorcovering Installer | 61 | 58 | 55 | 51 | 53 | 49 | 55 | -20% |
| Gasfitter | 198 | 201 | 185 | 165 | 166 | 176 | 182 | -11% |
| Glazier | 96 | 91 | 111 | 125 | 136 | 159 | 120 | 66% |
| Hairstylist | 1,385 | 1,389 | 1,358 | 1,491 | 1,776 | 1,902 | 1,550 | 37% |
| Heavy Equipment Technician | 2,250 | 2,564 | 2,554 | 2,442 | 2,597 | 2,634 | 2,507 | 17% |
| Instrument Technician | 893 | 965 | 1,012 | 1,049 | 1,401 | 1,550 | 1,145 | 74% |
| Insulator | 204 | 232 | 249 | 426 | 531 | 694 | 389 | 240% |
| Ironworker | 95 | 126 | 170 | 236 | 373 | 373 | 229 | 293% |
| Ironworker - Metal Building Systems Erector | 82 | 105 | 100 | 70 | 80 | 85 | 89 | 4% |
| Landscape Gardener | 274 | 240 | 224 | 202 | 198 | 183 | 220 | -33% |
| Lather-Interior Systems Mechanic | 43 | 42 | 67 | 66 | 106 | 92 | 70 | 104% |
| Locksmith | 88 | 79 | 74 | 58 | 61 | 63 | 71 | -28% |
| Machinist | 763 | 942 | 879 | 765 | 896 | 892 | 856 | 17% |
| Millwright | 1,090 | 1,208 | 1,241 | 1,203 | 1,365 | 1,405 | 1,252 | 29% |
| Motorcycle Mechanic | 92 | 109 | 113 | 114 | 125 | 134 | 115 | 46% |
| Outdoor Power Equipment Technician (*Note 1*) | N/A | N/A | N/A | N/A | 22 | 52 | 12 | N/A |
| Painter and Decorator | 148 | 145 | 144 | 140 | 155 | 170 | 150 | 15% |
| Parts Technician | 604 | 632 | 678 | 622 | 662 | 641 | 640 | 6% |
| Plumber | 1,216 | 1,413 | 1,710 | 1,893 | 2,168 | 2,463 | 1,811 | 103% |
| Power Lineman | 129 | 135 | 136 | 156 | 199 | 254 | 168 | 97% |
| Power System Electrician | 46 | 58 | 68 | 65 | 78 | 86 | 67 | 87% |
| Printing and Graphic Arts Craftsman (*Note 2*) | 78 | 50 | 34 | 11 | 1 | 0 | 29 | -100% |
| Recreation Vehicle Service Technician | 77 | 108 | 119 | 105 | 94 | 101 | 101 | 31% |
| Refrigeration and Air Conditioning Mechanic | 382 | 384 | 399 | 406 | 436 | 476 | 414 | 25% |
| Roofer | 79 | 97 | 125 | 113 | 118 | 129 | 110 | 63% |
| Sawfiler | 38 | 31 | 25 | 26 | 23 | 20 | 28 | -47% |
| Sheet Metal Worker | 562 | 647 | 700 | 730 | 829 | 887 | 726 | 58% |
| Sprinkler Systems Installer | 97 | 105 | 136 | 195 | 233 | 247 | 169 | 155% |
| Steamfitter-Pipefitter | 866 | 1,087 | 1,200 | 1,339 | 1,711 | 1,863 | 1,348 | 115% |
| Structural Steel and Plate Fitter | 166 | 178 | 154 | 130 | 172 | 152 | 159 | -8% |
| Tilesetter | 21 | 25 | 48 | 62 | 62 | 54 | 46 | 157% |
| Transport Refrigeration Technician | 40 | 41 | 46 | 41 | 47 | 49 | 44 | 23% |
| Water Well Driller | 39 | 33 | 24 | 30 | 35 | 37 | 33 | -5% |
| Welder | 3,740 | 4,644 | 4,513 | 4,359 | 5,421 | 5,461 | 4,690 | 46% |
| **TOTAL** | **27,041** | **30,316** | **31,139** | **32,547** | **38,090** | **40,501** | **33,272** | **50%** |

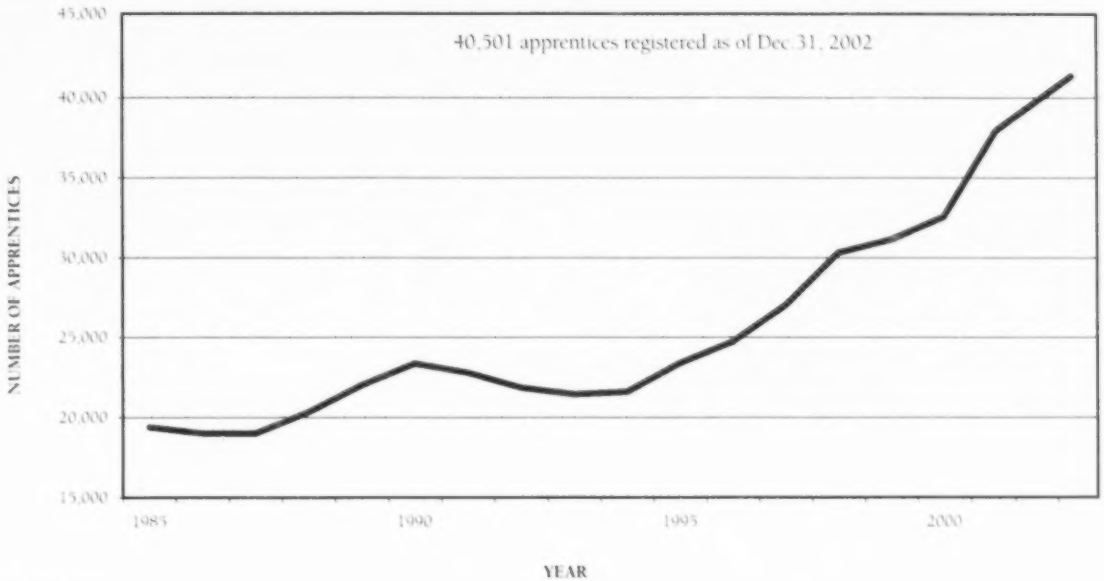
**Source**: Alberta Learning

* Total number of apprentices registered as of December 31st each year. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.
N/A = Not Applicable. Data does not exist or is equal to zero in one or more of the specified years.

**Note 1**: Outdoor power equipment technician became a designated trade in 2001.

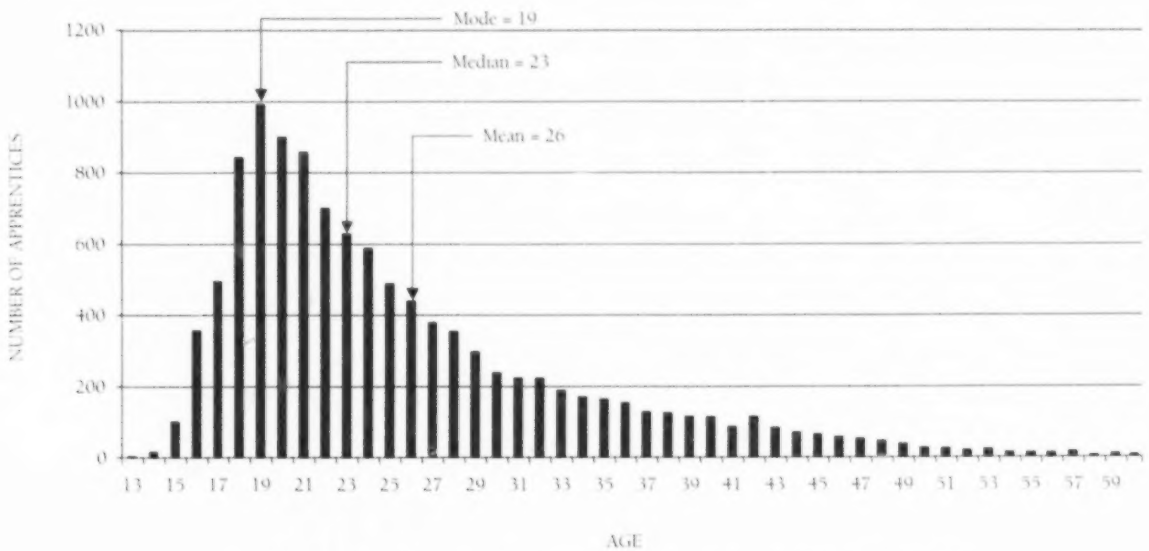
**Note 2**: On the recommendation of the Printing and Graphic Arts Craftsman Provincial Apprenticeship Committee and the Alberta Apprenticeship and Industry Training Board, the designation of the printing and graphic arts craftsman trade was rescinded August 31, 2002.

CHART 2 **Total Number of Apprentices Registered by Year, 1985 to 2002***




**Source**: Alberta Learning
*This graph represents statistics covering calendar years (January to December)

CHART 3 **Age of Apprentices Registered for First Time in First Trade, 2002***




Total Number of Apprentices Registering for First Time in First Trade in 2002 = 11,168**

**Source**: Alberta Learning
*Age at date of registration
**The 11,168 total in the chart above includes only first-time registrations in first trades. This number differs from the total number of new apprentices registered (13,038) as presented in Table 3. The number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years.
**Mean** - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., ***average age***.
**Median** - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group.
**Mode** - defined as the largest age category or ***most frequent age*** of apprentices.

## TABLE 3 New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1997 to 2002*

| TRADE | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 1997-02 Average | 1997-02 % Change |
|---|---|---|---|---|---|---|---|---|
| Agricultural Equipment Technician | 36 | 69 | 30 | 34 | 53 | 57 | 50 | 2% |
| Appliance service Technician | 11 | 21 | 26 | 25 | 29 | 26 | 23 | 136% |
| Auto Body Technician | 148 | 145 | 145 | 168 | 205 | 197 | 168 | 33% |
| Automotive Service Technician | 665 | 666 | 506 | 614 | 766 | 846 | 692 | 27% |
| Baker | 91 | 78 | 62 | 88 | 57 | 54 | 72 | -41% |
| Boilermaker | 20 | 34 | 33 | 39 | 81 | 40 | 41 | 100% |
| Bricklayer | 21 | 46 | 50 | 53 | 41 | 67 | 46 | 219% |
| Cabinetmaker | 109 | 105 | 136 | 115 | 129 | 119 | 119 | 9% |
| Carpenter | 587 | 735 | 904 | 827 | 916 | 1,009 | 830 | 72% |
| Communication Electrician | 29 | 55 | 95 | 167 | 183 | 66 | 99 | 128% |
| Concrete Finisher | 17 | 20 | 29 | 17 | 38 | 23 | 24 | 35% |
| Cook | 364 | 328 | 355 | 349 | 404 | 381 | 34 | 5% |
| Crane and Hoisting Equipment Operator | 256 | 257 | 297 | 451 | 705 | 641 | 435 | 150% |
| Electrical Motor systems Technician | 16 | 16 | 12 | 13 | 18 | 16 | 15 | 0% |
| Electrician | 1,103 | 1,288 | 1,179 | 1,560 | 1,899 | 1,807 | 1,473 | 64% |
| Electronic Technician | 19 | 16 | 12 | 17 | 19 | 8 | 15 | -58% |
| Elevator Constructor | 8 | 16 | 54 | 44 | 13 | 11 | 24 | 38% |
| Floorcovering Installer | 23 | 16 | 23 | 21 | 21 | 16 | 20 | -30% |
| Gasfitter | 65 | 77 | 50 | 71 | 58 | 77 | 66 | 18% |
| Glazier | 37 | 23 | 50 | 50 | 45 | 62 | 45 | 68% |
| Hairstylist | 679 | 653 | 659 | 739 | 806 | 847 | 731 | 25% |
| Heavy Equipment Technician | 753 | 847 | 616 | 703 | 851 | 891 | 778 | 18% |
| Instrument Technician | 250 | 290 | 264 | 306 | 559 | 580 | 390 | 132% |
| Insulator | 57 | 81 | 86 | 248 | 161 | 316 | 158 | 454% |
| Ironworker | 36 | 51 | 76 | 109 | 171 | 103 | 91 | 186% |
| Ironworker - Metal Building systems Erector | 29 | 47 | 43 | 29 | 40 | 38 | 37 | 46% |
| Landscape Gardener | 55 | 52 | 62 | 68 | 61 | 55 | 59 | 0% |
| Lather-Interior systems Mechanic | 16 | 9 | 33 | 23 | 60 | 25 | 28 | 56% |
| Locksmith | 15 | 13 | 21 | 14 | 16 | 18 | 16 | 20% |
| Maritime | 245 | 330 | 142 | 198 | 334 | 224 | 247 | -9% |
| Millwright | 333 | 365 | 329 | 335 | 464 | 408 | 376 | 23% |
| Motorcycle Mechanic | 37 | 40 | 31 | 48 | 40 | 49 | 41 | 32% |
| Outdoor Power Equipment Technician (Note 1) | N/A | N/A | N/A | N/A | 24 | 38 | 31 | N/A |
| Painter and Decorator | 41 | 46 | 50 | 59 | 58 | 66 | 53 | 61% |
| Parts Technician | 210 | 206 | 241 | 190 | 229 | 204 | 213 | -3% |
| Plumber | 396 | 465 | 559 | 584 | 686 | 819 | 585 | 107% |
| Power Lineman | 47 | 36 | 40 | 68 | 87 | 96 | 62 | 104% |
| Power System Electrician | 20 | 22 | 29 | 23 | 36 | 43 | 29 | 115% |
| Printing and Graphic Arts Craftsman (Note 2) | 23 | 5 | 1 | 5 | 0 | 0 | 6 | -100% |
| Recreation Vehicle Service Technician | 49 | 47 | 38 | 26 | 32 | 44 | 39 | -10% |
| Refrigeration and Air Conditioning Mechanic | 102 | 88 | 104 | 109 | 122 | 146 | 111 | 43% |
| Roofer | 22 | 42 | 48 | 35 | 41 | 39 | 38 | 77% |
| Sawfiler | 10 | 7 | 9 | 11 | 3 | 5 | 7 | -50% |
| Sheet Metal Worker | 136 | 195 | 169 | 248 | 260 | 284 | 217 | 109% |
| Sprinkler Systems Installer | 29 | 34 | 68 | 82 | 70 | 69 | 59 | 138% |
| Steamfitter-Pipefitter | 294 | 364 | 338 | 501 | 662 | 528 | 451 | 80% |
| Structural Steel and Plate Fitter | 63 | 48 | 41 | 46 | 69 | 41 | 51 | -35% |
| Tinsmith | 6 | 9 | 27 | 22 | 22 | 18 | 17 | 200% |
| Transport Refrigeration Technician | 21 | 10 | 16 | 20 | 18 | 9 | 16 | -57% |
| Water Well Driller | 13 | 14 | 9 | 18 | 19 | 15 | 15 | 15% |
| Welder | 1,613 | 1,792 | 1,002 | 1,637 | 2,293 | 1,497 | 1,639 | -7% |
| **TOTAL** | **9,244** | **10,234** | **9,306** | **11,317** | **13,994** | **13,038** | **11,189** | **41%** |

**Source:** Alberta Learning

**N/A** = Not Applicable. Data does not exist or is equal to zero in one or more of the specified years.

*New apprentices registered concurrently in more than one trade are counted only once. Re-instated apprentices (unless re-instated in the same year) are not included in this table.

**Note 1:** Outdoor power equipment technician became a designated trade in 2001.

**Note 2:** On the recommendation of the Printing and Graphic Arts Craftsman Provincial Apprenticeship Committee and the Alberta Apprenticeship and Industry Training Board, the designation of the printing and graphic arts craftsman trade was rescinded August 31, 2002.

TABLE 4 **Total Number of Individuals Certified, 2002***

| TRADE/OCCUPATION | JOURNEYMAN/OCCUPATIONAL CERTIFICATES ISSUED TO COMPLETED APPRENTICES AND TRAINEES | INTERPROVINCIAL RED SEALS ISSUED TO COMPLETED APPRENTICES | QUALIFICATION CERTIFICATES (*Note 1*) | INTERPROVINCIAL RED SEALS ISSUED TO CERTIFIED JOURNEYMEN (*Note 2*) | EQUIVALENCY DOCUMENTS (*Note 3*) |
|---|---|---|---|---|---|
| Agricultural Equipment Technician | 13 | 12 | 2 | 2 | 0 |
| Appliance Service Technician | 11 | 10 | 4 | 4 | 0 |
| Auto Body Technician** | 44 | 31 | 20 | 17 | 1 |
| Automotive Service Technician | 291 | 261 | 23 | 22 | 22 |
| Baker | 33 | 32 | 4 | 4 | 0 |
| Boilermaker | 20 | 14 | 0 | 0 | 0 |
| Bricklayer | 24 | 18 | 0 | 0 | 0 |
| Cabinetmaker | 30 | 30 | 1 | 1 | 0 |
| Carpenter | 208 | 172 | 5 | 5 | 3 |
| Communication Electrician | 68 | N/A | 0 | N/A | 0 |
| Concrete Finisher | 19 | 14 | 0 | 0 | 0 |
| Cook | 126 | 107 | 8 | 8 | 7 |
| Crane and Hoisting Equipment Operator** | 155 | 34 | 103 | 1 | 10 |
| Electrical Motor Systems Technician | 3 | 3 | 0 | 0 | 0 |
| Electrician | 627 | 499 | 37 | 58 | 20 |
| Electronic Technician | 2 | 0 | 3 | 1 | 0 |
| Elevator Constructor | 7 | N/A | 1 | N/A | 3 |
| Floorcovering Installer | 5 | 5 | 0 | 0 | 0 |
| Gasfitter | 33 | N/A | 10 | N/A | 2 |
| Glazier | 4 | 3 | 0 | 0 | 1 |
| Hairstylist | 412 | 245 | 20 | 22 | 31 |
| Heavy Equipment Technician** | 530 | 451 | 134 | 44 | 23 |
| Instrument Technician | 133 | 103 | 12 | 12 | 0 |
| Insulator | 32 | 29 | 2 | 2 | 0 |
| Ironworker | 47 | 38 | 5 | 5 | 5 |
| Ironworker - Metal Building Systems Erector | 8 | N/A | 15 | N/A | 0 |
| Landscape Gardener | 21 | N/A | 0 | N/A | 0 |
| Lather-Interior Systems Mechanic | 0 | 0 | 0 | 0 | 0 |
| Locksmith | 4 | N/A | 1 | N/A | 0 |
| Machinist | 148 | 134 | 5 | 5 | 0 |
| Millwright | 171 | 158 | 19 | 19 | 2 |
| Motorcycle Mechanic | 12 | 12 | 14 | 15 | 1 |
| Outdoor Power Equipment Technician (Note 4) | 0 | N/A | 52 | N/A | 3 |
| Painter and Decorator | 13 | 12 | 3 | 3 | 0 |

TABLE 4 CONTINUED...

| TRADE/OCCUPATION | Journeyman/Occupational Certificates Issued to Completed Apprentices and Trainees | Interprovincial Red Seals Issued to Completed Apprentices | Qualification Certificates (*Note 1*) | Interprovincial Red Seals Issued to Certified Journeymen (*Note 2*) | Equivalency Documents (*Note 3*) |
|---|---|---|---|---|---|
| Parts Technician | 105 | 105 | 5 | 5 | 2 |
| Plumber | 205 | 188 | 1 | 2 | 6 |
| Power Lineman | 14 | 9 | 8 | 8 | 1 |
| Power System Electrician | 12 | N/A | 2 | N/A | 1 |
| Printing and Graphic Arts Craftsman (Note 5) | 1 | N/A | 0 | N/A | 1 |
| Recreation Vehicle Service Technician | 13 | 15 | 0 | 2 | 0 |
| Refrigeration and Air Conditioning Mechanic | 61 | 47 | 2 | 2 | 4 |
| Roofer | 2 | 1 | 1 | 2 | 0 |
| Sawfiler | 5 | N/A | 0 | N/A | 0 |
| Sheet Metal Worker | 73 | 66 | 0 | 0 | 1 |
| Sprinkler Systems Installer | 24 | 19 | 1 | 1 | 1 |
| Steamfitter-Pipefitter | 123 | 110 | 8 | 8 | 20 |
| Structural Steel and Plate Fitter | 22 | 20 | 1 | 0 | 0 |
| Tilesetter | 4 | 0 | 1 | 0 | 0 |
| Tool and Die Maker | 0 | 0 | 3 | 1 | 0 |
| Transport Refrigeration Technician | 2 | N/A | 0 | N/A | 0 |
| Water Well Driller | 7 | N/A | 0 | N/A | 1 |
| Welder | 687 | 639 | 30 | 51 | 17 |
| **Total - Journeyman** | **4,614** | **3,630** | **609** | **332** | **211** |
| Construction Craft Labourer | 0 | N/A | 35 | N/A | N/A |
| Gas Utility Operator | 7 | N/A | N/A | N/A | N/A |
| Plasterer | 0 | N/A | N/A | N/A | N/A |
| Steel Detailer | 0 | N/A | N/A | N/A | N/A |
| Warehousing | 9 | N/A | N/A | N/A | N/A |
| **Total - Occupations** | **16** | **N/A** | **35** | **N/A** | **N/A** |
| **TOTAL** | **4,630** | **3,630** | **644** | **332** | **211** |

**Source**: Alberta Learning

*Individuals issued more than one certificate in 2002 are counted here only once. **Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable.

**Note 1**: The Qualification Certificate is a trade certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a trade, demonstrate they meet the standards set for journeyman certification in Alberta. In 2002, 324 of the Qualification Certificates were issued with an Interprovincial Standards Red Seal.

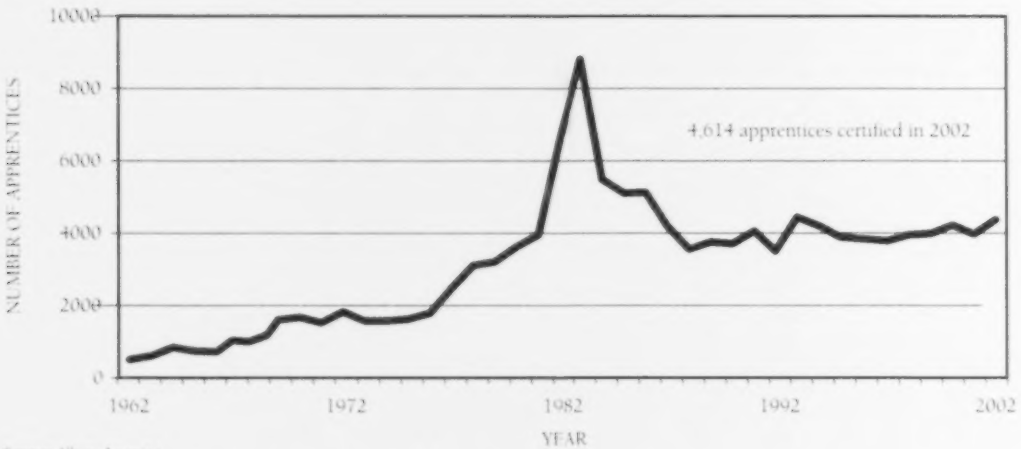
**Note 2**: The 332 Interprovincial Standards Red Seals issued to certified journeymen were issued to individuals who achieved journeyman status through a certificate only process (i.e., without completing an apprenticeship program) or who passed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

**Note 3**: The 211 Equivalency Documents were issued to recognize a certificate or document (e.g. a trade certificate obtained in another Canadian jurisdiction) as being equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based has been deemed to be equivalent to those of an Alberta certified journeyman in that trade.

**Note 4**: Outdoor power equipment technician became a designated trade in 20021.

**Note 5**: On the recommendation of the Printing and Graphic Arts Craftsman Provincial Apprenticeship Committee and the Alberta Apprenticeship and Industry Training Board, the designation of the printing and graphic arts craftsman trade was rescinded August 31, 2002.

CHART 4 **Number of Apprentices Certified, 1962 to 2002***




**Source**: Alberta Learning
*This graph represent statistics covering calendar years (January to December)
**Note**: In 1982, the Apprenticeship and Trade Certification branch of Alberta Advanced Education and Manpower assumed the responsibility for certifying electricians, previously performed by the Electrical Protection branch of Alberta Labour, resulting in a sharp increase in trade certifications for that and the following years.

TABLE 5 **Technical Training Attendance by Institution and School Year*, 1997/98 to 2002/03**

| 1997/98 | 1997/98 | 1998/99 | 1999/2000 | 2000/01 | 2001/02 | 2002/03* |
|---|---|---|---|---|---|---|
| Delmar *(Note 1)* | 78 | 65 | 89 | 93 | 125 | 121 |
| Fairview College | 665 | 710 | 671 | 667 | 770 | 804 |
| Keyano College | 391 | 406 | 396 | 394 | 475 | 465 |
| Lakeland College | 509 | 610 | 542 | 584 | 675 | 780 |
| Lethbridge Community College | 506 | 503 | 590 | 625 | 689 | 696 |
| Marvel *(Note 1)* | 54 | 57 | 54 | 73 | 87 | 83 |
| Medicine Hat | 255 | 271 | 249 | 270 | 297 | 340 |
| Northern Alberta Institute of Technology | 6,278 | 6,785 | 6,974 | 7,114 | 8,010 | 8,890 |
| Olds College | 254 | 226 | 220 | 200 | 203 | 207 |
| Portage College | 0 | 0 | 0 | 0 | 47 | 35 |
| Red Deer College | 1,020 | 1,164 | 1,322 | 1,450 | 1,690 | 1,898 |
| Southern Alberta Institute of Technology | 4,042 | 4,329 | 4,447 | 4,706 | 5,030 | 5,490 |
| Aquila Networks Canada *(Note 2)* | 3 | 14 | 0 | 0 | 9 | 17 |
| ATCO Electric *(Note 3)* | 0 | 0 | 0 | 5 | 14 | 16 |
| British Columbia Institute of Technology *(Note 4)* | 32 | 27 | 22 | 20 | 16 | 13 |
| Department of National Defense *(Note 5)* | N/A | N/A | N/A | N/A | N/A | 2 |
| Grande Cache Institution | 6 | 0 | 0 | 1 | 7 | 21 |
| Petroleum Industry Training Service *(Note 6)* | 0 | 0 | 2 | 80 | 46 | 53 |
| Tilesetter Joint Conference Board, B.C. *(Note 7)* | 2 | 6 | 2 | 3 | 1 | 0 |
| **TOTAL** | **14,095** | **15,173** | **15,580** | **16,287** | **18,243** | **19,931** |

**Source**: Alberta Learning

* These statistics cover the school year from August 1 to July 31, with the exception of the 2002/03 school year. The data for this year is the projected number, as of March 20, 2003, of apprentices registered in technical training for 2002/03.
**Note 1**: The Delmar and Marvel schools provide hairstylist technical training.
**Note 2**: Aquila Networks Canada (previously Utilicorp Networks Canada and Trans Alta Utilities) is accredited to provide technical training for its power lineman apprentices.
**Note 3**: ATCO Electric is accredited to provide technical training for its power lineman apprentices.
**Note 4**: British Columbia Institute of Technology provides sawfiler training.
**Note 5**: The Department of National Defense is accredited to provide technical training for its automotive service technicians and heavy equipment technicians.
**Note 6**: The Petroleum Industry Training Service provides crane and hoisting equipment operator - wellhead boom truck technical training.
**Note 7**: The Tilesetter Joint Conference Board provides tilesetter technical training. Alberta tilesetter apprentices are provided the option of attending technical training in B.C. when there are not sufficient numbers to offer a class in Alberta.

## TABLE 6 Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2002*

| | Total Apprentices Registered | New Apprentices Registered | Apprentices Certified | Technical Training Attendance** |
|---|---|---|---|---|
| Calgary | 10,123 | 3,084 | 1,262 | 4,913 |
| Lethbridge | 1,464 | 440 | 199 | 729 |
| Medicine Hat | 1,101 | 359 | 173 | 621 |
| Red Deer | 3,142 | 1,099 | 449 | 1,723 |
| **South Region Total** | **15,830** | **4,982** | **2,083** | **7,986** |
| Bonnyville | 1,017 | 366 | 113 | 444 |
| Edmonton | 16,029 | 4,999 | 1,703 | 7,298 |
| Fort McMurray | 2,601 | 914 | 190 | 833 |
| Grande Prairie | 1,598 | 584 | 180 | 738 |
| Hinton | 646 | 194 | 95 | 349 |
| Peace River | 686 | 228 | 59 | 279 |
| Slave Lake | 542 | 170 | 57 | 259 |
| Vermilion | 844 | 316 | 120 | 494 |
| **North Region Total** | **23,963** | **7,771** | **2,517** | **10,694** |
| SPECIAL NEEDS | 55 | 1 | 9 | 34 |
| INTERPROVINCIAL | | | | |
| - Training Only *(Note 1)* | 486 | 171 | 0 | 258 |
| INTERPROVINCIAL/INTERNATIONAL | | | | |
| - Training and Certification *(Note 2)* | 167 | 113 | 5 | 24 |
| **Other Regions Total** | **708** | **285** | **14** | **316** |
| **TOTAL** | **40,501** | **13,038** | **4,614** | **18,996** |

**Source:** Alberta Learning

* This table represents statistics covering the January to December 2002 calendar year. Technical training in the previous table is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

** Attendance reflects the number of technical training seats occupied.

**Note 1:** Alberta provides training for apprentices from other provinces and the territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 4 under Total Number of Individuals Certified.

**Note 2:** Alberta registers apprentices and provides technical training to persons from jurisdictions where no program exists. Alberta issues a certificate upon completion of the program.

## TABLE 7 Industry Committee Meetings by Trade/Occupation, 2002

| TRADE/OCCUPATION | Provincial Apprenticeship Committees/Occupational Committees | Provincial Apprenticeship Sub-Committees *(Note 1)* | Totals Provincial Apprenticeship Committees | Totals Local Apprenticeship Committees | Totals All Committees |
|---|---|---|---|---|---|
| Agricultural Equipment Technician | 0 | 3 | 3 | N/A | 3 |
| Appliance Service Technician | 0 | 0 | 0 | 1 | 1 |
| Auto Body Technician | 0 | 6 | 6 | 5 | 11 |
| Automotive Service Technician | 1 | 6 | 7 | 9 | 16 |
| Baker | 2 | 0 | 2 | 1 | 3 |
| Boilermaker | 0 | 1 | 1 | N/A | 1 |
| Bricklayer | 1 | 1 | 2 | 2 | 4 |
| Cabinetmaker | 1 | 3 | 4 | 2 | 6 |
| Carpenter | 1 | 1 | 2 | 6 | 8 |
| Communication Electrician | 1 | 5 | 6 | 3 | 9 |
| Concrete Finisher | 1 | 0 | 1 | N/A | 1 |
| Cook | 1 | 1 | 2 | 1 | 3 |
| Crane and Hoisting Equipment Operator | 1 | 2 | 3 | 1 | 4 |
| Electrical Motor Systems Technician | 0 | 0 | 0 | 2 | 2 |
| Electrician | 1 | 6 | 7 | 11 | 18 |
| Electronic Technician | 0 | 1 | 1 | 1 | 2 |
| Elevator Constructor | 1 | 1 | 2 | N/A | 2 |
| Floorcovering Installer | 0 | 0 | 0 | N/A | 0 |
| Gasfitter | 1 | 6 | 7 | 2 | 9 |
| Glazier | 0 | 1 | 1 | 2 | 3 |
| Hairstylist | 0 | 5 | 5 | 8 | 13 |
| Heavy Equipment Technician | 0 | 1 | 1 | 6 | 7 |
| Instrument Technician | 0 | 1 | 1 | 1 | 2 |
| Insulator | 1 | 0 | 1 | N/A | 1 |
| Ironworker | 0 | 3 | 3 | 0 | 3 |
| Landscape Gardener | 0 | 2 | 2 | 1 | 3 |
| Lather-Interior Systems Mechanic | 0 | 2 | 2 | N/A | 2 |
| Locksmith | 0 | 1 | 1 | 3 | 4 |
| Machinist | 1 | 1 | 2 | 1 | 3 |
| Millwright | 0 | 0 | 0 | 3 | 3 |
| Motorcycle Mechanic | 0 | 0 | 0 | 0 | 0 |
| Outdoor Power Equipment Technician | 1 | 3 | 4 | N/A | 4 |
| Painter and Decorator | 0 | 1 | 1 | 1 | 2 |
| Parts Technician | 1 | 1 | 2 | 6 | 8 |
| Plumber | 0 | 3 | 3 | 3 | 6 |
| Power Lineman | 0 | 2 | 2 | 1 | 3 |
| Power System Electrician | 1 | 0 | 1 | N/A | 1 |
| Recreation Vehicle Service Technician | 1 | 1 | 2 | 3 | 5 |
| Refrigeration and Air Conditioning Mechanic | 1 | 0 | 1 | 1 | 2 |
| Roofer | 1 | 3 | 4 | 0 | 4 |
| Sawfiler | 0 | 0 | 0 | N/A | 0 |
| Sheet Metal Worker | 1 | 1 | 2 | 5 | 7 |
| Sprinkler Systems Installer | 0 | 2 | 2 | 1 | 3 |
| Steamfitter- Pipefitter | 0 | 2 | 2 | 2 | 4 |
| Structural Steel and Plate Fitter | 0 | 2 | 2 | N/A | 2 |
| Tilesetter | 1 | - | 5 | 1 | 6 |
| Tool and Die Maker | 0 | 4 | 4 | 0 | 4 |
| Transport Refrigeration Technician | 0 | 0 | 0 | N/A | 0 |
| Water Well Driller | 0 | 1 | 1 | N/A | 1 |
| Welder | 1 | 4 | 5 | 6 | 11 |
| **Total All Trades** | **24** | **89** | **118** | **102** | **220** |

TABLE 7 CONTINUED...

| TRADE/OCCUPATION | Provincial Apprenticeship Committees/Occupational Committees | Provincial Apprenticeship Sub-Committees *(Note 1)* | Totals Provincial Apprenticeship Committees | Totals Local Apprenticeship Committees | Totals All Committees |
|---|---|---|---|---|---|
| Construction Craft Labourer Occupation | 0 | 0 | 0 | N/A | 0 |
| Gas Utility Operator Occupation | 0 | 1 | 1 | N/A | 1 |
| Plasterer Occupation | 0 | 0 | 0 | N/A | 0 |
| Steel Detailer | 1 | 0 | 1 | N/A | 1 |
| Warehousing Occupation | 2 | 1 | 3 | N/A | 3 |
| **Total All Occupations** | **3** | **2** | **5** | **N/A** | **5** |
| **Total All Trades and Occupations** | **27** | **91** *(Note 1)* | **123** | **102** | **225** |

**Source:** Alberta Learning

**Note 1:** Some of the Provincial Apprenticeship Sub-Committee meetings were joint meetings, therefore, they appear for each trade but are only counted once in the final total.

**N/A:** Not applicable refers to trades where Local Apprenticeship Committees do not exist. Designated occupations do not have local apprenticeship committees.

## TABLE 8 Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2002

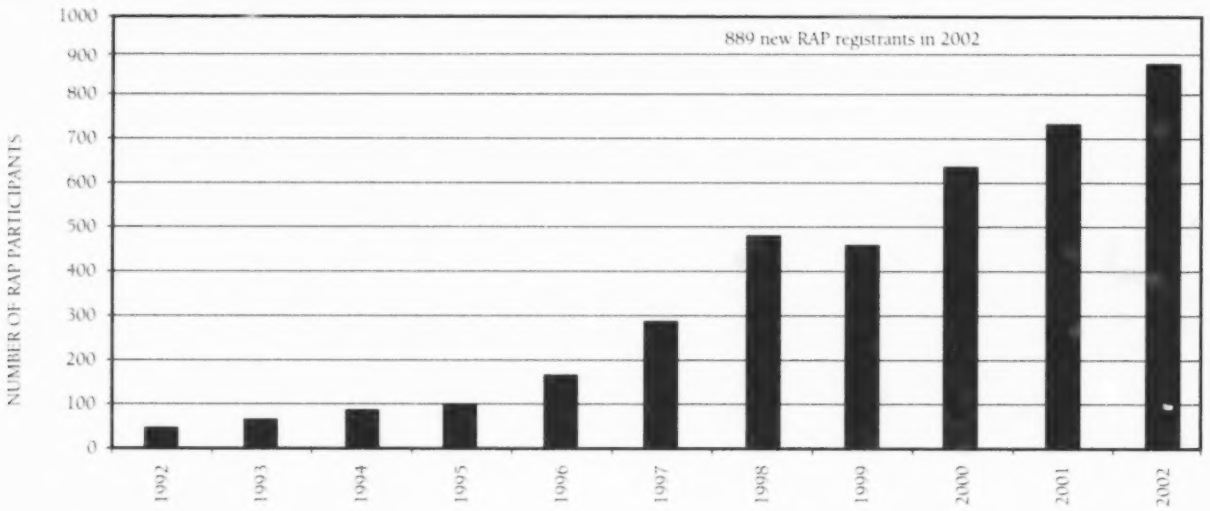
| TRADE DESCRIPTION | High School | Full Time | Certified | Total |
|---|---|---|---|---|
| Agricultural Equipment Technician | 0 | 0 | 7 | 7 |
| Appliance Service Technician | 3 | 3 | 0 | 6 |
| Auto Body Technician | 45 | 45 | 10 | 100 |
| Automotive Service Technician | 150 | 179 | 44 | 373 |
| Baker | 3 | 7 | 3 | 13 |
| Boilermaker | 0 | 0 | 0 | 0 |
| Bricklayer | 6 | 3 | 0 | 9 |
| Cabinetmaker | 20 | 30 | 2 | 52 |
| Carpenter | 92 | 124 | 11 | 227 |
| Communication Electrician | 4 | 0 | 1 | 5 |
| Concrete Finisher | 2 | 3 | 0 | 5 |
| Cook | 70 | 64 | 6 | 140 |
| Crane and Hoisting Equipment Operator | 4 | 9 | 1 | 14 |
| Electrical Motor Systems Technician | 2 | 1 | 0 | 3 |
| Electrician | 109 | 175 | 17 | 301 |
| Electronic Technician | 0 | 1 | 0 | 1 |
| Elevator Constructor | 0 | 0 | 0 | 0 |
| Floorcovering Installer | 1 | 1 | 1 | 3 |
| Gasfitter | 1 | 4 | 0 | 0 |
| Glazier | 6 | 6 | 0 | 12 |
| Hairstylist | 147 | 65 | 72 | 284 |
| Heavy Equipment Technician | 107 | 145 | 42 | 294 |
| Instrument Technician | 31 | 37 | 2 | 70 |
| Insulator | 2 | 0 | 0 | 2 |
| Ironworker | 3 | 2 | 0 | 2 |
| Ironworker - Metal Building Systems Erector | 0 | 0 | 0 | 0 |
| Landscape Gardener | 8 | 2 | 0 | 10 |
| Lather-Interior Systems Mechanic | 6 | 1 | 0 | 7 |
| Locksmith | 3 | 5 | 0 | 8 |
| Machinist | 22 | 29 | 4 | 55 |
| Millwright | 26 | 44 | 4 | 74 |
| Motorcycle Mechanic | 14 | 13 | 2 | 29 |
| Outdoor Power Equipment Technician | 8 | 0 | 0 | 8 |
| Painter and Decorator | 2 | 4 | 1 | 7 |
| Parts Technician | 22 | 24 | 12 | 58 |
| Plumber | 41 | 46 | 5 | 92 |
| Power Lineman | 5 | 1 | 1 | 7 |
| Power System Electrician | 0 | 4 | 0 | 4 |
| Recreational Vehicle Service Technician | 1 | 1 | 2 | 4 |
| Refrigeration and Air Conditioning Mechanic | 5 | 12 | 1 | 18 |
| Roofer | 2 | 0 | 0 | 2 |
| Sawfiler | 0 | 0 | 0 | 0 |
| Sheet Metal Worker | 11 | 9 | 0 | 20 |
| Sprinkler Systems Installer | 1 | 7 | 0 | 8 |
| Steamfitter-Pipefitter | 19 | 17 | 3 | 39 |
| Structural Steel and Plate Fitter | 0 | 5 | 1 | 6 |
| Tilesetter | 1 | 1 | 0 | 2 |
| Transport Refrigeration Mechanic | 3 | 2 | 0 | 5 |
| Water Well Driller | 2 | 0 | 0 | 2 |
| Welder | 153 | 205 | 64 | 422 |
| **TOTAL** | **1163** | **1336** | **319** *(Note 1)* | **2818** |

**Source**: Alberta Learning

**High School** = RAP students currently in high school
**Full Time** = RAP students who have completed high school and are now full time apprentices
**Certified** = RAP students who have completed their apprenticeship program and are now certified journeymen

**Note 1**: Total number of RAP students certified since inception of program

CHART 5 **Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 to 2002***




**Source:** Alberta Learning

*This graph represents statistics covering calendar years (January to December)

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